

MINUTES
OF THE BOARD OF REGENTS
WESTERN KENTUCKY UNIVERSITY

July 22, 2005

AGENDA ITEM 1 - Call to Order

Required statutory notice having been given, the third quarterly meeting of the Board of Regents of Western Kentucky University was held in the *Cornelius A. Martin Regents Room* in the Mass Media and Technology Hall on the Western Kentucky University campus. The meeting was called to order by Chair Martin at approximately 2:10 p.m., CDT.

AGENDA ITEM 2 - Invocation

The invocation was provided by Ms. Freida Eggleton, Registrar.

AGENDA ITEM 3 - Oath of Office

The Constitutional Oath of Office was administered to Ms. Katie Dawson by Ms. Liz Esters, Secretary to the Board of Regents and Notary Public. Ms. Dawson, a Senior from Radcliff, Kentucky, was elected by the student body to replace Ms. Patti Johnson for the 2005-06 academic year. Ms. Dawson was presented the traditional Regents Pin by President Ransdell.

AGENDA ITEM 4 - Roll Call

The following members were present:

Ms. Katie Dawson
Dr. Robert L. Dietle
Mr. Robert Earl Fischer
Ms. Lois Gray
Ms. Judi Hughes
Ms. Pat Jordan
Mr. Cornelius A. Martin
Ms. Forrest Roberts
Ms. LaDonna G. Rogers
Mr. Larry Zielke

Ms. Bale was absent.

Others in attendance included: President Gary Ransdell; Ms. Liz Esters, Secretary to the Board of Regents and Staff Assistant to the President; Dr. Barbara Burch, Provost and Vice President for Academic Affairs; Mr. Robert Edwards, Assistant Vice President for University Relations; Dr. Richard Kirchmeyer, Vice President for Information Technology; Ms. Ann Mead, Chief Financial Officer and Assistant to the President for Economic Development; Ms. Robbin

Taylor, Assistant to the President for Governmental Relations; Dr. Gene Tice, Vice President for Student Affairs; Mr. John Osborne, Associate Vice President for Campus Services; Dr. Wood Selig, Athletics Director; and Ms. Deborah Wilkins, General Counsel.

In keeping with the policy of the Board, the agenda for the meeting and information and materials pertinent to items thereon had been mailed in advance of the meeting by the President to members of the Board.

AGENDA ITEM 5 - Special Presentations/Resolution of Appreciation for

Ms. Patti Johnson

R E S O L U T I O N

WHEREAS, Ms. Patti N. Johnson of Marion, Kentucky, has served as a member of the Board of Regents of Western Kentucky University from August, 2004, to July 2005; and

WHEREAS, her term of office was characterized by able leadership, faithful service, and dedication to her responsibilities to the University, the Board of Regents, and to all Western Kentucky University students; and

WHEREAS, her loyal service and leadership have made significant and lasting contributions to this University; and

WHEREAS, such leadership and dedicated efforts are deserving of special recognition;

Therefore be it

RESOLVED, that the Board of Regents of Western Kentucky University in a meeting on July 22, 2005, does hereby express its appreciation to Ms. Patti N. Johnson for her contributions and extends best personal wishes for continued success in all her endeavors;

Be it further

RESOLVED, that this resolution be spread upon the minutes and a copy thereof be presented to Ms. Johnson as an expression of the esteem in which she is held by members of the Board.

Ordered at Bowling Green, Kentucky, this 22nd day of July in the year of our Lord two thousand and five.

Cornelius A. Martin, Chair
Board of Regents

Gary A. Ransdell, President
Western Kentucky University

The above resolution was read by Ms. Dawson who moved adoption. The motion was seconded by Ms. Jordan and carried unanimously.

AGENDA ITEM 6 - Reorganization of the officers of the Board of Regents applying to the offices of Chair, Vice Chair, and Secretary

Ms. Gray, Chair of the Nominating Committee consisting of Ms. Roberts and

Ms. Rogers, presented and moved the election of the following names for Board officers for 2005-06: Mr. Cornelius Martin, Chair; Mr. Earl Fischer, Vice Chair; and Ms. Liz Esters,

Secretary. The motion was seconded by Ms. Rogers and carried unanimously.

AGENDA ITEM 7 - Appointment of Parliamentarian and Treasurer

Chair Martin appointed Dr. Randall Capps as Parliamentarian and Ms. Ann Mead as Treasurer for 2005-06.

AGENDA ITEM 8 - Disposition of minutes of the regular meeting of April 29, 2005

Motion to approve the April 29, 2005, minutes as submitted was made by Dr. Dietle, seconded by Ms. Jordan and passed unanimously.

AGENDA ITEM 9 - Action Items

9.1 Approval of the Reimbursement Resolution

FACTS: The 2005 General Assembly has authorized Western Kentucky University to issue agency-funded debt for five capital projects. The authorization totaling \$28.5 million for construction projects is for the 2004-06 biennium and includes the following projects (the source of debt payment is noted)

Kentucky Math and Science Academy	\$5,000,000	KMSA recurring budget
Information Technology Infrastructure	3,000,000	Academic Quality II recurring budget
Student Health Services Building	4,000,000	Health Services recurring budget
Renovation/Expansion Academic/ Athletics Bldg. #2	9,500,000	Tuition increase, spring 2006
South Campus Improvements	7,000,000	Academic Quality I recurring budget

All of these projects have been started with architect consultants already at work. Because of timing, it will be necessary to pay for some project costs prior to the issuance of bonds. It is anticipated that WKU will sell bonds in December 2005 and again in spring 2006, depending on when each project is ready for bidding and contract awards.

The Reimbursement Resolution allows Western Kentucky University to reimburse itself from bond proceeds for project expenses. We are eligible to make reimbursement up to sixty (60) days after payment of the approved project capital expenditure and sixty (60) days prior to approval of the Reimbursement Resolution. It is anticipated that the University will not need the full eighteen (18) months reimbursement window due to the anticipated bonds sales within less than a year.

**A RESOLUTION OF
THE BOARD OF REGENTS OF
WESTERN KENTUCKY UNIVERSITY**

**DECLARING OFFICIAL INTENT WITH RESPECT TO REIMBURSEMENT OF
TEMPORARY ADVANCES MADE FOR CAPITAL EXPENDITURES TO BE
MADE FROM SUBSEQUENT BORROWINGS; AND TAKING OTHER
ACTIONS IN CONNECTION THEREWITH**

WHEREAS, Treasury Regulations § 1.150-2 (the "Reimbursement Regulations"), issued pursuant to § 150 of the Internal Revenue Code of 1986, as amended, (the "Code") prescribes certain requirements by which proceeds of tax-exempt bonds, notes, certificates or other obligations included in the meaning of "bonds" under § 150 of the Code ("Obligations") used to reimburse advances made for Capital Expenditures (as hereinafter defined) paid before the issuance of such Obligations may be

deemed "spent" for purposes of §§ 103 and 141 to 150 of the Code and therefore, not further subject to any other requirements or restrictions under those sections of the Code; and

WHEREAS, such Reimbursement Regulations require that the Borrower (as hereinafter defined) make a Declaration of Official Intent (as hereinafter defined) to reimburse any Capital Expenditure paid prior to the issuance of the Obligations intended to fund such Capital Expenditure and require that such Declaration of Official Intent be made no later than sixty (60) days after payment of the Capital Expenditure and further require that the Allocation (as hereinafter defined) of the proceeds of such Obligations to reimburse such Capital Expenditures occur no later than eighteen (18) months after the later of the date the Capital Expenditure was paid or the date the property acquired with the Capital Expenditure was placed in service, except that any such Allocation must be made no later than three years after such Capital Expenditure was paid; and

WHEREAS, Western Kentucky University (the "Borrower") wishes to ensure compliance with the Reimbursement Regulations;

NOW, THEREFORE, be it resolved as follows by the Board of Regents of Western Kentucky University as follows:

SECTION 1. Definitions. The following definitions apply to the terms used herein:

"Allocation" means written evidence that proceeds of Obligations issued subsequent to the payment of a Capital Expenditure are to effect the reimbursement of the Borrower for such payments.

"Borrower" means Western Kentucky University.

"Capital Expenditures" means any expense for an item that is properly depreciable or amortizable or is otherwise treated as a capital expenditure for purposes of the Code, as well as any costs of issuing Reimbursement Bonds.

"Declaration of Official Intent" means a written declaration that the Borrower intends to fund a Capital Expenditure with an issue of Reimbursement Bonds and reasonably expects to be reimbursed from the proceeds of such an issue.

"Reimbursement" means the restoration to the Borrower of money temporarily advanced from other funds of the Borrower to pay for Capital Expenditures before the issuance of Obligations intended to fund such Capital Expenditures. "To reimburse," means to make such a restoration.

"Reimbursement Bonds" means Obligations that are issued to reimburse the Borrower for Capital Expenditures previously paid by or for the Borrower.

"Reimbursement Regulations" means Treasury Regulations § 1.150-2 and any amendments thereto or superseding regulations, whether in proposed, temporary or final form, as applicable, prescribing conditions under which the proceeds of Obligations when allocated or applied to a reimbursement will be treated as "spent" for purposes of §§ 103 and 141 to 150 of the Code.

SECTION 2. Declaration of Official Intent.

- (a) The Borrower declares that it reasonably expects that the Capital Expenditures described in Section (b), which will be paid prior to the issuance of any Obligations intended to fund such Capital Expenditures, will be reimbursed with the proceeds of Obligations, representing a borrowing by the Borrower in the maximum principal amount for such reimbursements, funding of a debt service reserve, and payment of costs of issuance of approximately \$32,000,000; and

- (b) The Capital Expenditures to be reimbursed are to be used for (i) information technology infrastructure, (ii) the renovation of Schneider Hall for the Kentucky Math and Science Academy, (iii) the construction of the Student Health Services building, (iv) the renovation and expansion of Academic/Athletic Bldg. #2, and (v) the renovation and expansion of South Campus.

SECTION 3. Reasonable Expectations. The Borrower does not expect any other funds (including the money advanced to make the Capital Expenditures that are to be reimbursed), to be reserved, allocated on a long-term basis, or otherwise set aside by the Borrower or any other entity affiliated with the Borrower, with respect to the Capital Expenditures described in 2(b).

SECTION 4. Effective Date. This Resolution shall be effective from and after its date of adoption.

Adopted at a duly convened meeting of the Board of Regents of Western Kentucky University on the 22nd day of July 2005.

WESTERN KENTUCKY UNIVERSITY

Attest:

By: _____
Chairman, Board of Regents

By: _____
Secretary

CERTIFICATE

I, the undersigned Secretary of the Board of Regents of Western Kentucky University, certify that the foregoing is a true and correct copy of a Resolution passed at a duly convened meeting of the Board of Regents of Western Kentucky University held on the 22nd day of July, 2005, at which a quorum was present, and that said Resolution has not been amended, modified, revoked or repealed and is now in full force and effect, all as appears from the official records of the Board of Regents of Western Kentucky University in my custody and under my control.

Witness my hand as Secretary of the Board of Regents of Western Kentucky University this 22nd day of July 2005.

Secretary

RECOMMENDATION: President Gary A. Ransdell recommends that Reimbursement Resolution be approved.

Motion for approval of the Reimbursement Resolution was made by Dr. Dietle, seconded by Ms. Roberts and carried unanimously.

Dr. Dietle, referring to the expansion of the football stadium, noted that the original presentation to the Board on the renovation of the Academic/Athletics Bldg.#2, made no mention of expansion. He asked at what point the renovation came to include expansion of the facility.

Dr. Ransdell stated he was unaware of any change. "The project was approved by this

Board as a \$35 million project from the outset.”

Dr. Dietle commented that in the justification given in the presentation received by the Board, there was no discussion of expansion—it was simply the building was in bad shape and needed renovation.”

Dr. Ransdell noted the project was described to have five variables of the \$35 million when the project was approved by this Board as a part of the four projects funded with the fees beginning in January 2006. “I don’t know that we talked about the other side of the Stadium as that is a pretty insignificant part of the project (\$5-7 million) I would expect for the other side, but I can’t go back and recapture what that discussion was, but when we described the \$35 million project, it had five elements when it was approved by this Board.

Dr. Dietle stated, “I would liked for us to have had a clearer view of exactly what was in mind because, of course, expanding the stadium raises all kinds of other issues that have been debated too widely in the press about what the future of our football program might be and; for me, I would like to have been more fully informed about the details.”

Dr. Ransdell responded, “I don’t know how we could have been any more descriptive; we’ve had not just that discussion but dozens of public presentations on that project and all five elements across campus, Rotary meetings, alumni meetings, on and on and on. It’s been covered thoroughly in the media from the very beginning. I don’t know how more thorough we could have been.”

Ms. Roberts noted, “It was at the last teleconference meeting on the budget that I was somewhat surprised, too, to know that we were expanding that extent—I thought we were renovating the existing stadium. It may or may not be needed, I don’t know, but I just really wonder about spending that much money if it’s not totally necessary. I don’t know. In the June meeting, I was somewhat surprised to hear about the expansion. I wasn’t aware that it was in the works.”

Chair Martin indicated that it was his understanding in the initial discussion that it was about renovation, but there were no details about the design, etc.

“Completing the Stadium,” Dr. Ransdell noted, “has always been a part of that project, and I’m not sure where that breakdown may have occurred, but I remember succinctly outlining the variables in the project.”

With no further discussion, Mr. Zielke’s motion to approve carried unanimously.

9.2 Approval of new minors and certificate programs:

(1) REQUEST: Approval of a new minor in Water Resources

FACTS: The Minor in Water Resources is designed to meet the needs of students interested in careers related to applied hydrology and/or water resources management and policy. Environmental and water resource challenges are rapidly expanding as population growth and development continue. Graduates from a wide range of programs within the university will find employment with firms and agencies directly involved in the social, economic, and scientific aspects of meeting the water resource challenges of the future.

The Minor in Water Resources is designed primarily for majors in programs such as geology, geography, biology, chemistry, civil engineering, and public health who desire an additional program focus in hydrology and water resources. The Minor in Water Resources will offer a foundation in geology and hydrology as well as an integrated treatment of the social and environmental aspects of water resource problems faced by society. Students graduating with a Minor in Water Resources in addition to their major program of study will be well prepared to find employment with private firms and public agencies that deal with the social, economic, and scientific aspects of water resource problems.

The Minor in Water Resources will require a minimum of 22 semester hours of credit including 16 hours of required core courses and 6 hours of restricted electives.

This new minor will respond to several goals in Western's Strategic Plan, *Challenging the Spirit*, including Strategic Goal 1: *Increasing Student Learning* and Strategic Goal Four: *Enhancing Responsiveness to Constituents*.

COST IMPLICATIONS: The minor in Water Resources will be staffed by existing faculty in the Department of Geography and Geology. Because the courses in the minor already exist and are currently offered, no new or additional faculty are needed.

RECOMMENDATION: President Ransdell recommends approval of a new minor in Water Resources.

(2) REQUEST: Approval of a new interdisciplinary minor in American Humanics

FACTS: The minor in American Humanics is an interdisciplinary program, which prepares students for successful careers in nonprofit organizations. Students take courses from several departments and programs of study. Successful completion of the minor prepares students to receive the American Humanics national certification.

This minor will prepare students to work in settings that have a direct effect on their communities. Many students from this program will work in youth and human service industries serving and teaching others. Students will experience service learning and other types of learning experiences through the proposed American Humanics minor, including: the foundations course – Nonprofit Organizations, the American Humanics Management Institute, the internship, and other associated student activities.

American Humanics is a national alliance of colleges, universities, and nonprofits; our mission is to educate, prepare, and certify professionals to strengthen and lead nonprofit organizations. Several of Western's benchmark institutions offer American Humanics programs including Eastern Michigan University, Indiana State University, University of Northern Iowa, and Youngstown State University.

The American Humanics minor will require a minimum of 22 semester hours of credit including two core courses (both new), REC 220, Introduction to Nonprofit Human Service Organizations, and REC 494, American Humanics Management Institute, and an internship. Remaining categorical elective courses will be drawn from several departments on campus.

This new minor will respond to several goals in Western's Strategic Plan, *Challenging the Spirit*, including Strategic Goal 1: *Increasing Student Learning* and Strategic Goal Four: *Enhancing Responsiveness to Constituents*.

COST IMPLICATIONS: Most of the courses that may be applied to the minor currently exist and are taught regularly. The two new courses, REC 220 and REC 494 will also be covered within the recreation program without any additional resources being allocated at this time. These courses were anticipated and arrangements were made to have them offered with current staff within the program's regular offerings.

RECOMMENDATION: President Ransdell recommends approval of a new interdisciplinary minor in American Humanities.

(3) REQUEST: Approval of a new minor in Geographic Information Systems

FACTS: The Minor in Geographic Information Systems is designed to meet the needs of students interested in careers related to utilizing GIS as a tool or pursuing GIS as a profession. The current GIS certificate program in the Department of Geography and Geology is attracting an increasingly diverse enrollment from other departments in Ogden College and other colleges across Western's campus. As GIS technology evolves, the job market will increasingly reward individuals who combine a background in geographic information science with other scientific disciplines. Western graduates who integrate skills in GIS with expertise in their various fields of study will be particularly well positioned to compete in the job market and make a positive contribution to society.

The proposed minor in GIS is designed primarily for majors in programs such as geography, geology, biology, political science, business, computer science, engineering, computer information systems, and public health who desire an additional program focus on GIS applications. With growing urban populations and demand for natural resources, the minor in GIS will give students the opportunity to integrate GIS technologies with their specific disciplines providing skills increasingly vital to the well being of communities at the local, national, and global scales. In addition to their major program of study, students will be well prepared to find employment with private firms and public agencies that deal with spatial aspects of social, economic, and scientific problems.

The Minor in Geographic Information Systems will require a minimum of 22 semester hours of credit in a required core of courses.

This new minor will respond to several goals in Western's Strategic Plan, *Challenging the Spirit*, including Strategic Goal 1: *Increasing Student Learning* and Strategic Goal Four: *Enhancing Responsiveness to Constituents*.

COST IMPLICATIONS: The minor in Geographic Information Systems will be staffed by existing faculty in the Department of Geography and Geology. Because the courses in the minor already exist and are currently offered as part of the GIS track in the geography major, no new or additional faculty are needed. The University has already allocated resources to the needed technology and staffing expertise when the GIS major track was established.

RECOMMENDATION: President Ransdell recommends approval of a new minor in Geographic Information Systems.

(4) REQUEST: Approval of a new interdisciplinary minor in Sexuality Studies

FACTS: The minor in Sexuality Studies is a cross-disciplinary exploration of human sexuality. Students who complete the minor will gain a better understanding of human sexuality and acquire valuable background knowledge applicable to a wide variety of humanities and social science fields, and to careers in education, counseling, social work, social service agencies, and public health. The minor will be especially valuable to

students seeking employment in areas where knowledge of human sexuality is critical (e.g., counseling, public health, and social work), and it will also be advantageous to students in applying to certain graduate programs.

Sexuality studies programs are located at prestigious universities across the U.S. (e.g., Ohio State University, NYU, University of Iowa, San Francisco State University, Indiana University). Such programs also are found at some comprehensive universities (e.g., University of North Texas, Central Michigan University). It appears that none of WKU's benchmark universities offer such a program nor do any other state universities in Kentucky. Approval of the Sexuality Studies minor will give WKU a program that is more typically found at elite universities and one that is not available at other state-supported universities in Kentucky.

The Sexuality Studies minor will require a minimum of 18 semester hours of credit, including nine hours of core courses. The core courses are offered by three departments (Psychology, Public Health, and Sociology) that are located in the College of Education and Behavioral Sciences, College of Health and Human Services, and Potter College of Arts, Humanities, and Social Sciences, respectively. With the inclusion of minor electives, the program has courses representing eight departments and four colleges of the University. The minor will be administered through the Department of Sociology.

COST IMPLICATIONS: The minor in Sexuality Studies will be staffed by existing faculty. Because the courses in the program already exist and are offered regularly, no new or additional faculty are needed.

RECOMMENDATION: President Ransdell recommends approval of a new interdisciplinary minor in Sexuality Studies.

(5) REQUEST: Approval of a new interdisciplinary Undergraduate Certificate in Kentucky Studies.

FACTS: The Undergraduate Certificate in Kentucky Studies provides an interdisciplinary perspective on the cultural and natural history and resources of the Commonwealth. The certificate program provides undergraduate students with the opportunity to study the Commonwealth from multi-disciplinary perspectives, enhances student learning by providing insight into Kentucky life, and fosters in students an appreciation for the unique character of the Commonwealth. As we prepare to meet the national and global challenges of the 21st century, Kentuckians need more than ever to have a clear and informed knowledge of what the state offers both its own citizens and the world.

Western Kentucky University boasts a wealth of resources in the area of Kentucky Studies. A number of departments offer upper-level courses that specifically relate to the Commonwealth's geography, history, economy, and culture. Other courses address topics relevant to Kentucky. Many of Western's faculty members are noted experts on Kentucky topics, frequently consulted by scholars and journalists from around the world. In addition, the Kentucky Building is recognized internationally as one of the premier reference centers for information concerning the Commonwealth.

The Undergraduate Certificate in Kentucky Studies requires completion of a minimum of 12 credit hours, including nine credit hours from core courses and three credit hours from contextual courses.

COST IMPLICATIONS: Because the core courses and contextual courses of the proposed certificate program currently are offered by the participating departments, no new faculty are required.

RECOMMENDATION: President Ransdell recommends approval of a new Interdisciplinary Undergraduate Certificate in Kentucky Studies.

Motion by Ms. Hughes, seconded by Ms. Jordan, to approve the next five recommended

minors and certificate programs as a group passed unanimously.

Motion to approve the minor in (1) Water Resources; (2) American Humanities;

(3) Geographic Information Systems; and Interdisciplinary Minor in Sexuality Studies; and an Interdisciplinary Undergraduate Certificate in Kentucky Studies was made by Ms. Jordan, seconded by Mr. Fischer, and carried unanimously.

AGENDA ITEM 9.2.1 - Approval of a Center for the Study of the Civil War in the West

FACTS: The Department of History proposes the creation of a Center for the Study of the Civil War in the West. The University is almost perfectly positioned to house such a Center. Geographically, we are near several important western battlefield locations, but even more importantly this proposal builds on some important long-term academic strengths for the University. Over the years, the Helm-Cravens Library and the Kentucky Building have acquired strong holdings in Kentucky history, Southern history, and the Civil War era, and faculty members from A. M. Stickles to Marion Lucas have produced a significant body of scholarship on this period in American history.

Two recent developments make the idea of a Center even more compelling. The newly created Frockt Family Professorship gives History the opportunity to make a high profile hire in the field and to provide significant support for that person's scholarship. The Frockt Professor will play an important leadership role in the Center. In addition, the University has recently purchased an extensive microfilm collection of Old South, Civil War, and Gilded Age documents, a collection that gives the campus a unique scholarly resource on the Civil War era and will make it a destination point for scholars in the field.

The History Department has a broad vision of the Center's potential. It will make the University a focal point of Civil War research, build stronger ties with area schools, and enhance the department's undergraduate and graduate programs. The Center will help the department build public interest and support for its academic mission through workshops and institutes. For example, the Center plans to work with the Division of Extended Learning and Outreach to host a variety of summer workshops and institutes. Some of these would be weekend events designed to give WKU alumni an opportunity to revisit the campus as they pursue their interests in the Civil War. The Center will also host workshops and other professional development opportunities for teachers. The Center will have a website, and the department intends to host a conference in 2008.

COST IMPLICATIONS: The funding for the Frockt Family Professorship and the new microfilm collection are already in place. The creation of the Center itself poses no new cost implications.

RECOMMENDATION: President Ransdell recommends approval of a Center for the Study of the Civil War in the West.

Motion for approval to establish a Center for the Study of the Civil War in the West was made by Dr. Dietle, seconded by Ms. Jordan, and carried unanimously.

AGENDA ITEM 9.3 - Approval of Athletic Employment Contract between Western Kentucky University and Chris Finwood

FACTS: Chris Finwood has accepted an offer of employment from the University as Head Coach of the baseball team, contingent upon approval by the Board. The University and Chris Finwood have negotiated an Employment Agreement, which outlines the terms and

conditions of Mr. Finwood's employment as Head Coach. A copy of the Employment Contract is included with this agenda material.

Note: The contract is attached to these minutes as **Exhibit I.**

RECOMMENDATION: President Ransdell recommends the Board approve the Athletic Employment Contract between Western Kentucky University and Chris Finwood.

MOTION: Approval of the Employment Agreement between Western Kentucky University and Chris Finwood was made by Dr. Dietle and seconded by Ms. Hughes.

In discussion that followed, Mr. Zielke again expressed his belief that it is wrong to have Section 5.07 - *Final and Binding Arbitration* saying, "This Board is the final and binding arbitrator on terminations. You've just said that, but at the same time, you've got a third party, which is in violation, I believe, in the State's sovereignty. I would ask that it be removed. I think the Board of Regents should rule on whether or not there is just cause, and I don't think this arbitration clause should be in here, because I think it violates the sovereignty of this Board to be told by a third-party arbitrator what we should or should not do."

Ms. Roberts noted, "I think we can vote to let someone else make that decision. I don't think that is giving up a right if we all vote on it. If we, in our collected wisdom, decide to have something decided by binding arbitration, I think that is totally within the law."

Mr. Fischer called for the question, and Dr. Dietle's motion to approve the athletic employment contract between Western Kentucky University and Coach Chris Finwood carried with Mr. Zielke abstaining.

AGENDA ITEM 9.4 - Executive session for a discussion which might lead to the appointment, discipline, or dismissal of an individual employee, as provided under KRS 61.810(1)(f).

This item was moved to the end of the agenda.

AGENDA ITEM 9.5 - Approval of personnel actions that have transpired since the April 29, 2005, Board meeting.

The recommended personnel actions are contained in the next ____ pages.

PERSONNEL CHANGES – FACULTY

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Allied Health	Terry Dean	Assistant Professor	08/15/2005			54,000.00	Appointment
Architectural & Manufacturing Sciences	David Hoffa	Assistant Professor	01/01/2006			56,160.00	Appointment
Art	Kristina Arnold	Gallery Director/Instructor	08/15/2005			35,004.00	Appointment
Associate Degree Nursing Program	Shelia Catlett	Assistant Professor	08/15/2005			42,000.00	Appointment
Associate Degree Nursing Program	Karen Shindhelm	Assistant Professor	08/15/2005			42,000.00	Appointment
Community College	Laura Jensson	Instructor	08/15/2005			34,008.00	Appointment
Community College	Jack Moeller	Instructor	08/15/2005			34,008.00	Appointment
Community College	Rhonda Patterson	Assistant Professor	08/15/2005			36,000.00	Appointment
Community College	James Thompson	Instructor	08/15/2005			34,008.00	Appointment
Computer Science	Hongyu Guo	Visiting Assistant Professor	08/15/2005	06/30/2006		65,004.00	Appointment
Computer Science	Srini Ramaswamy	Department Head/Professor w/Tenure	07/01/2005			110,004.00	Appointment
Consumer & Family Sciences	Jin Su	Assistant Professor	08/15/2005			45,000.00	Appointment
Curriculum & Instruction	Jeanine Huss	Assistant Professor w/Doctorate	08/15/2005			43,800.00 45,000.00	Appointment
Curriculum & Instruction	Michael McDonald	Assistant Professor	08/15/2005			49,500.00	Appointment
Geography & Geology	Gregory Goodrich	Assistant Professor	08/15/2005			45,696.00	Appointment
Geography & Geology	Laura McClain	Assistant Professor	08/15/2005			45,996.00	Appointment
Modern Languages	Eddy Cuisinier	Instructor	08/15/2005			33,000.00	Appointment
Music	Eva Floyd	Instructor	08/15/2005			41,808.00	Appointment
Nursing	Sheila Atwell	Instructor	08/15/2005			39,780.00	Appointment
Nursing	Mary Kovar	Instructor	08/15/2005			39,780.00	Appointment
Nursing	Lizbeth Sturgeon	Assistant Professor	08/15/2005			42,000.00	Appointment
Physics & Astronomy	Brett Bolen	Visiting Assistant Professor	08/15/2005	06/30/2006		39,204.00	Appointment
Physics & Astronomy	Louis-Gregory Strolger	Assistant Professor	07/01/2005			46,944.00	Appointment
Public Health	Elena Platonova	Assistant Professor	08/15/2005			52,008.00	Appointment
Social Work	Janice Chadha	Assistant Professor	08/15/2005			46,008.00	Appointment
Social Work	Vivian Hurt	Assistant Professor	08/15/2005			47,004.00	Appointment
Special Instructional Programs	Lucile Maples	Assistant Professor	08/15/2005			47,004.00	Appointment
Special Instructional Programs	Jo Randolph	Assistant Professor	08/15/2005			48,480.00	Appointment
Special Instructional Programs	Luella Teuton	Assistant Professor	08/15/2005			46,512.00	Appointment
Theatre & Dance	Shannon Miller	Instructor	08/15/2005			35,004.00	Appointment
Theatre & Dance	Amanda Seamster w/MFA	Instructor Assistant Professor	08/15/2005			41,808.00 43,008.00	Appointment
Communication	Jessica McClanahan	Instructor	08/15/2005			33,000.00	Rehire
Community College	Mary Gibson	Instructor	08/15/2005	06/30/2006		30,000.00	Rehire
Community College	Amanda Lohden	Instructor	08/15/2005			36,000.00	Rehire
Community College	Marcia Spurgeon	Assistant Professor	08/15/2005			42,000.00	Rehire

PERSONNEL CHANGES – FACULTY
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Finance	Jean Snavely	Executive-in-Residence	08/15/2005			52,008.00	Rehire
Mathematics	Molly Wesley	Instructor	08/15/2005			36,000.00	Rehire
Modern Languages	Sonia Lenk	Instructor	08/15/2005			41,808.00	Rehire
	w/Doctorate	Assistant Professor				43,008.00	
Chemistry	Wei-Ping Pan	Professor	07/01/2005	06/30/2006	105,084.00	105,084.00	Reappointment
Computer Science	Yingbing Yu	Visiting Assistant Professor	07/01/2005	06/30/2006	55,008.00	56,508.00	Reappointment
Journalism & Broadcasting	Ami Carter	Professional-in-Residence	07/01/2005	06/30/2006	37,008.00	38,484.00	Reappointment
Journalism & Broadcasting	Jeanine Cherry	Visiting Professional-Residence	07/01/2005	06/30/2006	37,008.00	38,484.00	Reappointment
Mathematics	Nilabh Sanat	Visiting Assistant Professor	07/01/2005	06/30/2006	40,008.00	41,616.00	Reappointment
Physics & Astronomy	Thomas Bohuski	Visiting Assistant Professor	07/01/2005	06/30/2006	40,536.00	42,168.00	Reappointment
Social Work	Sharon Simmons	Visiting Assistant Professor	07/01/2005	06/30/2006	45,000.00	46,800.00	Reappointment
Communication	Gayle Allison	Instructor	07/01/2005		33,000.00	34,320.00	Status Change
Communication	Jace Lux	Instructor	07/01/2005		30,192.00	33,000.00	Status Change
Community College	Clint Haynes	Instructor	07/01/2005		30,000.00	34,008.00	Status Change
Computer Science	Zhonghang Xia	Assistant Professor	07/01/2005		59,004.00	63,804.00	Status Change
Consumer & Family Sciences	Janet Fugate	Instructor	07/01/2005		37,128.00	39,360.00	Status Change
Consumer & Family Sciences	Travis Wilson	Assistant Professor	07/01/2005		16,008.00	45,000.00	Status Change
Marketing	Allan Hall	Executive-in-Residence	07/01/2005		50,004.00	52,008.00	Status Change
Mathematics	Jane Brantley	Instructor	07/01/2005		37,224.00	38,592.00	Status Change
Mathematics	Suzanne Britt	Instructor	07/01/2005		35,064.00	36,360.00	Status Change
Mathematics	Linda Fitzpatrick	Instructor	07/01/2005		32,820.00	33,936.00	Status Change
Mathematics	Twyla Harris	Instructor	07/01/2005		36,972.00	38,388.00	Status Change
Mathematics	John Legge	Instructor	07/01/2005		33,000.00	34,380.00	Status Change
Mathematics	Laura Rogers	Instructor	07/01/2005		35,388.00	36,516.00	Status Change
Mathematics	Jean Thornton	Instructor	07/01/2005		37,080.00	38,448.00	Status Change
Mathematics	Leigh Ann Wells	Instructor	07/01/2005		32,748.00	33,960.00	Status Change
Music/Athletics	Eric Smedley	Instructor	07/01/2005		36,408.00	40,008.00	Status Change
Nursing	Sherry Lovan	Assistant Professor	07/01/2005		37,500.00	43,644.00	Status Change
Public Health	Mary Nagy	Assistant Professor	07/01/2005		45,000.00	50,004.00	Status Change
Theatre & Dance	Clifton Brown	Assistant Professor	07/01/2005		43,008.00	46,008.00	Status Change
University College	Paula Trafton	Instructor	07/01/2005		29,928.00	31,128.00	Status Change
Allied Health	William Howard	Optional Retiree	07/01/2005		22,524.00	11,268.00	Opt Retiremt Chg
English	Joseph Survant	Optional Retiree	07/01/2005		26,676.00	13,344.00	Opt Retiremt Chg
History	Frederick Murphy	Optional Retiree	07/01/2005		28,056.00	14,028.00	Opt Retiremt Chg

PERSONNEL CHANGES – FACULTY
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Community College	Timothy Miller	Optional Retiree	07/01/2005		41,292.00	16,116.00	Opt Retirement
Community College	Kenneth Utley	Optional Retiree	07/01/2005		61,092.00	23,784.00	Opt Retirement
Computer Information Systems	Robert Bretz	Optional Retiree	07/01/2005		83,496.00	31,944.00	Opt Retirement
Nursing	Patricia Bailey	Optional Retiree	07/01/2005		60,912.00	23,304.00	Opt Retirement
Architectural & Manufacturing Sciences	George Roberts	Optional Retiree	06/30/2005				Opt Retirement End
Biology	Gary Dillard	Optional Retiree	06/30/2005				Opt Retirement End
Chemistry	Charles Henrickson	Optional Retiree	06/30/2005				Opt Retirement End
Chemistry	John Reasoner	Optional Retiree	06/30/2005				Opt Retirement End
Chemistry	John Riley	Optional Retiree	06/30/2005				Opt Retirement End
Computer Science	John Crenshaw	Optional Retiree	06/30/2005				Opt Retirement End
Economics	Charles Roberts	Optional Retiree	06/30/2005				Opt Retirement End
English	John Reiss	Optional Retiree	06/30/2005				Opt Retirement End
Geography & Geology	Albert Petersen	Optional Retiree	06/30/2005				Opt Retirement End
History	Richard Stone	Optional Retiree	06/30/2005				Opt Retirement End
Nursing	Donna Bussey	Optional Retiree	06/30/2005				Opt Retirement End
Physical Education & Recreation	Burch Oglesby	Optional Retiree	06/30/2005				Opt Retirement End
Physics & Astronomy	Douglas Humphrey	Optional Retiree	06/30/2005				Opt Retirement End
Physics & Astronomy	Clarence Wolff	Optional Retiree	06/30/2005				Opt Retirement End
Political Science	John Parker	Optional Retiree	06/30/2005				Opt Retirement End
Political Science	Julius Sloan	Optional Retiree	06/30/2005				Opt Retirement End
Psychology	Lynn Clark	Optional Retiree	06/30/2005				Opt Retirement End
Psychology	Dorsey Grice	Optional Retiree	06/30/2005				Opt Retirement End
Psychology	Clint Layne	Optional Retiree	06/30/2005				Opt Retirement End
Psychology	Lois Layne	Optional Retiree	06/30/2005				Opt Retirement End
Communication Disorders	Richard Dressler	Assistant Professor	01/01/2005		48,120.00	49,320.00	Degree
Physical Education & Recreation	Fred Gibson	Assistant Professor	01/01/2005		45,096.00	46,296.00	Degree
Ed. Admin., Leadership & Research	Jeanne Fiene	Department Head	07/01/2005		60,960.00	79,140.00	Promotion
Agriculture	Charles Anderson	Associate Professor	07/01/2005		61,500.00	64,020.00	Salary Increase FY
Agriculture	David Coffey	Professor	07/01/2005	12/31/2005	70,596.00	74,136.00	Salary Increase FY
Allied Health - Dental Hygiene	Rebecca Tabor	Associate Professor	07/01/2005		52,440.00	58,032.00	Salary Increase FY
Communication Disorders	Richard Dressler	Assistant Professor	07/01/2005		49,320.00	52,176.00	Salary Increase FY
Community College	Karen Powell	Assistant Professor	07/01/2005		44,676.00	54,540.00	Salary Increase FY
Curriculum & Instruction	Alice Mikovch	Associate Professor	07/01/2005		54,912.00	61,140.00	Salary Increase FY

PERSONNEL CHANGES – FACULTY
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Engineering	Mark Cambron	Assistant Professor	07/01/2005		63,864.00	66,720.00	Salary Increase FY
Engineering	Warren Campbell	Associate Professor	07/01/2005		67,008.00	69,360.00	Salary Increase FY
Engineering	Robert Choate	Assistant Professor	07/01/2005		63,648.00	66,348.00	Salary Increase FY
Engineering	Gashwin Saleno	Assistant Professor	07/01/2005		63,504.00	65,700.00	Salary Increase FY
Engineering	Kevin Schmaltz	Assistant Professor	07/01/2005		65,760.00	73,824.00	Salary Increase FY
Engineering	Douglas Schmucker	Assistant Professor	07/01/2005		64,380.00	66,636.00	Salary Increase FY
History	Jack Thacker	Professor	07/01/2005		83,796.00	87,156.00	Salary Increase FY
Physical Education & Recreation	Fred Gibson	Assistant Professor	07/01/2005		46,296.00	48,648.00	Salary Increase FY
Psychology	Antony Norman	Professor	07/01/2005		59,928.00	70,872.00	Salary Increase FY
Library Public Services	Therese Baker	Associate Professor	07/01/2005		41,460.00	47,580.00	Salary Increase FY
Library Public Services	Bryan Carson	Associate Professor	07/01/2005		49,032.00	54,048.00	Salary Increase FY
Library Public Services	Brian Coutts	Department Head	07/01/2005		68,928.00	76,596.00	Salary Increase FY
Library Public Services	Dan Forrest	Assistant Professor	07/01/2005		42,456.00	47,880.00	Salary Increase FY
Library Public Services	Larry Kinder	Assistant Professor	07/01/2005		36,228.00	41,880.00	Salary Increase FY
Library Public Services	Elisabeth Knight	Associate Professor	07/01/2005		37,404.00	43,260.00	Salary Increase FY
Library Public Services	Rosemary Meszaros	Assistant Professor	07/01/2005		49,632.00	54,240.00	Salary Increase FY
Library Public Services	Katherina Pennavaria	Assistant Professor	07/01/2005		40,560.00	45,876.00	Salary Increase FY
Library Public Services	Gay Perkins	Professor	07/01/2005		44,388.00	49,932.00	Salary Increase FY
Library Public Services	Charles Smith	Professor	07/01/2005		42,120.00	48,840.00	Salary Increase FY
Library Public Services	Roxanne Spencer	Assistant Professor	07/01/2005		37,608.00	44,100.00	Salary Increase FY
Library Public Services	Jue Wang	Assistant Professor	07/01/2005		42,564.00	47,088.00	Salary Increase FY
Library Public Services	Carol Watwood	Instructor	07/01/2005		34,008.00	38,496.00	Salary Increase FY
Library Public Services	Haiwang Yuan	Associate Professor	07/01/2005		46,524.00	53,676.00	Salary Increase FY
Library Special Collections	Nancy Baird	Professor	07/01/2005		55,812.00	60,972.00	Salary Increase FY
Library Special Collections	Patricia Hodges	Associate Professor	07/01/2005		47,844.00	53,040.00	Salary Increase FY
Library Special Collections	Jonathan Jeffrey	Professor	07/01/2005		46,728.00	54,132.00	Salary Increase FY
Library Special Collections	Sue Lynn McDaniel	Associate Professor	07/01/2005		41,328.00	47,244.00	Salary Increase FY
Library Special Collections	Constance Mills	Assistant Professor	07/01/2005		41,808.00	46,944.00	Salary Increase FY
Library Special Collections	Timothy Mullin	Department Head	07/01/2005		63,000.00	70,692.00	Salary Increase FY
Library Special Collections	Donna Parker	Associate Professor	07/01/2005		46,800.00	51,816.00	Salary Increase FY
Library Special Collections	Sandra Staebell	Assistant Professor	07/01/2005		40,116.00	45,396.00	Salary Increase FY
Library Technical Services	Rose Davis	Assistant Professor	07/01/2005		45,972.00	50,772.00	Salary Increase FY
Library Technical Services	Constance Foster	Department Head	07/01/2005		61,980.00	69,468.00	Salary Increase FY
Library Technical Services	Deana Groves	Assistant Professor	07/01/2005		34,560.00	39,264.00	Salary Increase FY
Library Technical Services	Shiu Yue Mak	Associate Professor	07/01/2005		46,728.00	50,676.00	Salary Increase FY
Library Technical Services	Jack Montgomery	Associate Professor	07/01/2005		48,204.00	54,792.00	Salary Increase FY
Library Technical Services	Kathryn Roe	Assistant Professor	07/01/2005		34,560.00	39,240.00	Salary Increase FY
Library Technical Services	Nelda Sims	Assistant Professor	07/01/2005		42,360.00	48,564.00	Salary Increase FY
Modern Languages	Eder Maestre	Instructor	07/01/2005		32,004.00	33,276.00	Salary Increase FY

PERSONNEL CHANGES – FACULTY
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Allied Health - Dental Hygiene	Rebecca Tabor	Stipend		06/30/2005			Stipend, End
Communication Disorders	Mary Moore	Stipend	07/01/2005	06/30/2006		333.00/mo	Stipend
Community College	Karen Powell	Stipend		06/30/2005			Stipend, End
Curriculum & Instruction	Alice Mikovch	Stipend		06/30/2005			Stipend, End
Honors Program	Doug McElroy	Stipend		06/30/2005			Stipend, End
Mathematics	Mark Robinson	Interim Department Head	07/01/2005	06/30/2006		500.00/mo	Stipend
Psychology	Antony Norman	Stipend		06/30/2005			Stipend, End
Women's Studies	Molly Kerby	Instructor	07/01/2005		28,992.00	34,008.00	Transfer
Computer Science	Robert Byrd	Assistant Professor	07/01/2005	06/30/2006			Unpaid Leave
Nursing	Linda Coakley	Assistant Professor	07/01/2005	06/30/2006	45,660.00	22,848.00	Educational Leave
Chemistry	Donald Slocum	Professor	06/30/2005				Retirement
Computer Information Systems	Linda Johnson	Professor	06/30/2005				Retirement
Economics	John Wassom	Professor	06/30/2005				Retirement
Associate Degree Nursing Program	Linda Clark	Assistant Professor	06/30/2005				Termination
Associate Degree Nursing Program	Daltrey Price	Instructor	06/30/2005				Termination
Associate Degree Nursing Program	Carol Stowe-Byrd	Instructor	06/30/2005				Termination
Chemistry	Ralph Salvatore	Assistant Professor	06/30/2005				Termination
Communication	Sally Hastings	Associate Professor	06/30/2005				Termination
Community College	Charles Conrick	Chair	05/31/2005				Termination
Curriculum & Instruction	Antoinette Talbott	Instructor	06/30/2005				Termination
Folk Studies & Anthropology	Erik Gooding	Assistant Professor	06/30/2005				Termination
Geography & Geology	Richard Deal	Assistant Professor	06/30/2005				Termination
Management	Richard Parker	Assistant Professor	06/30/2005				Termination
Mathematics	Sherrie Serros	Associate Professor	06/30/2005				Termination
Physical Education & Recreation	Tina Hall	Assistant Professor	06/30/2005				Termination
Physical Education & Recreation	John McLester	Assistant Professor	06/30/2005				Termination
Special Instructional Programs	Beth Christian	Assistant Professor	06/30/2005				Termination

PERSONNEL CHANGES – GRANTS

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Applied Research & Technology - POD	Darwin Newton	MN PNF 00	05/02/2005	03/30/2006		35,000.00	Appointment
Applied Research & Technology - POD	Rickard Toomey, III	Director	06/01/2005	08/03/2008		58,008.00	Appointment
Materials Characterization - POD	Ping Lu	BW PT Tech 00	02/26/2005	02/25/2006		23.08	Appointment
Materials Characterization - POD	Lehua Zhang	BW PT Tech 00	03/30/2005	03/29/2006		20.77	Appointment
Center for Math, Sci., & Env. Ed.	Joan Martin	MP PT PNF	07/01/2005	06/30/2006		17,500.00	Rehire of Retiree
Geography & Geology	Patricia Kambesis	Research Associate	05/16/2005	09/30/2005	30,801.00	30,804.00	Status Change
Biology	Mohd Israr	Research Associate	06/14/2005	06/13/2006	21,000.00	27,504.00	Reappointment
Center for Math, Sci., & Env. Ed.	Patricia Sowell	BW PT Clerical 00	05/09/2005	06/30/2005	10.00	10.00	Reappointment
Chemistry	Liudmila Pozhar	Resident Associate Professor	06/01/2005	05/31/2006	60,000.00	60,000.00	Reappointment
Materials Characterization - POD	Sreedevi Dawadi	Research Assistant	04/01/2005	12/31/2005	20,808.00	24,000.00	Reappointment
Materials Characterization - POD	Justin Hodges	BW PT Tech 00	05/02/2005	05/01/2006	10.00	11.54	Reappointment
Materials Characterization - POD	Quentin Lineberry	BW PT Temp Tech 00	07/01/2005	06/30/2006	18.75	18.75	Reappointment
Materials Characterization - POD	Hongmin Yang	BW PT Temp Tech 00	02/26/2005	03/31/2005	30.00	30.00	Reappointment
Biotechnology Center - POD	Naomi Smith	Research Assistant	07/01/2005	06/30/2006	31,008.00	31,008.00	Reappt/No Sal Inc
Chemistry	Pauline Hack	Laboratory Coordinator	07/01/2005	09/30/2005	33,000.00	33,000.00	Reappt/No Sal.Inc.
College of Health & Human Services	Glynda Stone	MP PT PNF	07/01/2005	09/29/2005	11,928.00	11,928.00	Reappt/No Sal.Inc.
Institute for Rural Health	Sandra Conroy	BW PT Temp Tech 00	07/01/2005	06/30/2006	45.00	45.00	Reappt/No Sal.Inc.
Institute for Rural Health	Lewis Graham	MP PT Temp PNF	07/01/2005	06/30/2006	150.00/Day	150.00/Day	Reappt/No Sal.Inc.
Institute for Rural Health	Kristina Harvey	Office Associate	07/01/2005	06/30/2006	23,016.00	23,016.00	Reappt/No Sal.Inc.
Public Health	Diana Lee Brown	Project Director	04/01/2005	06/30/2005	47,676.00	47,676.00	Reappt/No Sal.Inc.
Special Instructional Programs	Susan Slaughter	Evaluation Specialist	07/01/2005	06/30/2006	33,000.00	33,000.00	Reappt/No Sal.Inc.
Special Instructional Programs	Betty Thurman	BW PT Temp Clerical 00	07/01/2005	06/30/2006	10.00	10.00	Reappt/No Sal.Inc.
Special Instructional Programs	Sandra Wilson	Program Consultant	07/01/2005	06/30/2006	41,316.00	41,316.00	Reappt/No Sal.Inc.
Training/Technical Assistance Svcs	Heather Alms	Office Coordinator	07/01/2005	06/30/2006	27,240.00	27,240.00	Reappt/No Sal.Inc.
Training/Technical Assistance Svcs	Sherri Meyer	Child Care Res/Ref Coord	07/01/2005	06/30/2006	39,840.00	39,840.00	Reappt/No Sal.Inc.
Training/Technical Assistance Svcs	Jill Norris	Coord/Early Childhood & Health	07/01/2005	06/30/2006	34,848.00	34,848.00	Reappt/No Sal.Inc.
Training/Technical Assistance Svcs	Lynne Tucker	Coordinator III	07/01/2005	06/30/2006	38,724.00	38,724.00	Reappt/No Sal.Inc.
Agriculture	Holly Henderson	Research Technician	07/01/2005	03/30/2006	28,656.00	30,000.00	7/1 Salary Increase
Biology	Nilesh Sharma	Research Scientist	07/01/2005	03/31/2006	33,504.00	35,184.00	7/1 Salary Increase
Biology	Bridget Sutton	Research Assistant	07/01/2005	06/30/2006	26,508.00	27,564.00	7/1 Salary Increase
Biotechnology Center/Psychology	Cassandra Cantrell	Research Assistant	07/01/2005	06/30/2006	26,508.00	27,000.00	7/1 Salary Increase
Biotechnology Center - POD	Tia Hughes	Research Assistant	07/01/2005	06/30/2006	26,004.00	27,300.00	7/1 Salary Increase
Center for Cave & Karst	Leigh Croft	Research Hydrologist/Ed Coord	07/01/2005	06/30/2006	35,352.00	36,768.00	7/1 Salary Increase
Center for Cave & Karst	Lisa Haynes	Office Coordinator	07/01/2005	06/30/2006	24,720.00	25,728.00	7/1 Salary Increase
Center for Cave & Karst	Dennis Roach	Laboratory Manager	07/01/2005	06/30/2006	35,328.00	36,768.00	7/1 Salary Increase

PERSONNEL CHANGES – GRANTS
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Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Chemistry	Wenbing Li	BW PT Temp Tech 00	07/01/2005	11/01/2005	17.31	20.77	7/1 Salary Increase
College of Ed & Behavioral Science	Gaye Pearl	Office Assistant	07/01/2005	06/30/2006	27,336.00	28,416.00	7/1 Salary Increase
College of Health & Human Services	Veronica Drake	AHEC Clinical Education Coord	07/01/2005	06/30/2006	34,668.00	36,060.00	7/1 Salary Increase
College of Health & Human Services	Joyce Dunagan	Coordinator III	07/01/2005	06/30/2006	34,068.00	36,792.00	7/1 Salary Increase
College of Health & Human Services	Veronica Goad	Office Associate	07/01/2005	06/30/2006	23,808.00	25,728.00	7/1 Salary Increase
College of Health & Human Services	Pamela Jarboe	AHEC Medical Info Coord	07/01/2005	06/30/2006	35,244.00	36,660.00	7/1 Salary Increase
College of Health & Human Services	Lucy Juett	AHEC Project Director	07/01/2005	06/30/2006	61,680.00	64,152.00	7/1 Salary Increase
Educational Opportunity Center	Jill Goodman	Counselor	07/01/2005	08/31/2005	27,960.00	29,088.00	7/1 Salary Increase
Educational Opportunity Center	Rita Meredith	Counselor	07/01/2005	07/01/2006	23,988.00	24,948.00	7/1 Salary Increase
Educational Opportunity Center	Michele Schlinsog	Coordinator III	07/01/2005	07/01/2006	32,004.00	33,288.00	7/1 Salary Increase
Educational Opportunity Center	Shannon Ward	BW PT Clerical 00	07/01/2005	07/01/2006	11.33	11.78	7/1 Salary Increase
Educational Telecommunications	Terry Reagan	Director/Dev/Public Brdcastng	07/01/2005	09/30/2006	49,260.00	51,252.00	7/1 Salary Increase
Educational Television Services	Barbara Deeb	News Producer/Reporter	07/01/2005	09/30/2006	39,144.00	40,704.00	7/1 Salary Increase
Educational Television Services	David Brinkley	Sr Producer/Dir/Writer	07/01/2005	09/30/2006	47,208.00	49,752.00	7/1 Salary Increase
Educational Television Services	Dana Divine	Assistant Program Manager	07/01/2005	09/30/2006	33,300.00	34,644.00	7/1 Salary Increase
Educational Television Services	Mark Niederkorn	Operations Manager	07/01/2005	09/30/2006	28,848.00	30,000.00	7/1 Salary Increase
Educational Television Services	Donald Noel	Associate Producer/Director	07/01/2005	09/30/2006	32,520.00	33,816.00	7/1 Salary Increase
Institute for Rural Health	William Basham	Coord/Env. & Occup. Health	07/01/2005	12/31/2005	38,004.00	39,528.00	7/1 Salary Increase
Institute for Rural Health	Kent Koostra	BW PT Maint 00	07/01/2005	06/30/2006	11.00	11.44	7/1 Salary Increase
Institute for Rural Health	Bessie Whitfield	Coordinator III	07/01/2005	06/30/2006	47,700.00	49,608.00	7/1 Salary Increase
Public Health	Diana Lee Brown	Project Director	07/01/2005	06/30/2006	47,676.00	49,584.00	7/1 Salary Increase
Public Health	Celia Lopez	Coordinator, Alliance Project	07/01/2005	06/30/2006	30,000.00	31,200.00	7/1 Salary Increase
Public Radio Services	Charolene Burden	Operations Assistant	07/01/2005	09/30/2006	26,952.00	28,008.00	7/1 Salary Increase
Public Radio Services	Marilyn Greer	Coordinator III	07/01/2005	08/31/2005	32,436.00	34,704.00	7/1 Salary Increase
Public Radio Services	Julia Johnson	Office Assistant	07/01/2005	09/30/2006	21,888.00	22,608.00	7/1 Salary Increase
Public Radio Services	Peter Kirchoff	Development Officer/Pub Bdcstg	07/01/2005	09/30/2006	39,696.00	41,280.00	7/1 Salary Increase
Public Radio Services	Kevin Willis	Asst News Director	07/01/2005	09/30/2006	36,000.00	37,440.00	7/1 Salary Increase
Social Work	George Johnson	Supv, Training Coordination	07/01/2005	06/30/2006	52,920.00	55,032.00	7/1 Salary Increase
Social Work	Janie Perdue	Office Associate	07/01/2005	06/30/2006	25,200.00	26,208.00	7/1 Salary Increase
Student Support Services	Terrance George	Counselor	07/01/2005	06/30/2006	26,796.00	27,876.00	7/1 Salary Increase
Student Support Services	Carolyn Hagaman	Coordinator	07/01/2005	06/30/2006	36,444.00	37,920.00	7/1 Salary Increase
Student Support Services	Michael Johnson	Associate Director	07/01/2005	06/30/2006	45,540.00	47,376.00	7/1 Salary Increase
Student Support Services	Kimberly Whalen	Office Associate	07/01/2005	06/30/2006	24,624.00	25,632.00	7/1 Salary Increase
Talent Search	Mary Roppel	Office Associate	07/01/2005	08/31/2006	26,208.00	27,264.00	7/1 Salary Increase
Talent Search	Manuel Sanchez	Academic Coordinator	07/01/2005	08/31/2006	30,348.00	31,560.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Dennis Angle	Graphics Specialist	07/01/2005	06/30/2006	47,016.00	47,724.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Vicki Armstrong	Office Assistant	07/01/2005	10/31/2005	18,600.00	19,176.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Yolanda Bell	Teacher	07/01/2005	10/31/2005	25,872.00	26,400.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Sanja Berek	Classroom Teacher	07/01/2005	08/31/2006	22,032.00	22,704.00	7/1 Salary Increase

PERSONNEL CHANGES – GRANTS
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Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Training/Technical Assistance Svcs	Harry Bickel	Lead Staff Consultant	07/01/2005	06/30/2006	61,068.00	61,668.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Amber Boards	Component Coordinator	07/01/2005	10/31/2005	29,928.00	30,828.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Janet Buckley	Component Specialist	07/01/2005	06/30/2006	60,312.00	62,124.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Erin Dant	Teacher	07/01/2005	08/31/2006	30,768.00	31,392.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Perry Davis	Management Specialist	07/01/2005	06/30/2006	59,088.00	60,276.00	7/1 Salary Increase
Training/Technical Assistance Svcs	JaToyri Doolin	Nutrition Associate	07/01/2005	10/31/2005	15,072.00	15,384.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Eric Dupree	Management Specialist	07/01/2005	06/30/2006	60,120.00	61,932.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Connie Dye	Teacher	07/01/2005	10/31/2005	21,552.00	22,200.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Gail Elleby	Management Specialist	07/01/2005	09/28/2005	63,012.00	64,212.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Stephanie Elliott	Coordinator, Education	07/01/2005	08/31/2006	39,180.00	40,356.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Robin Gadsden-Dupree	Component Specialist	07/01/2005	06/30/2006	60,276.00	62,088.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Michael Gramling	Training Specialist	07/01/2005	09/28/2005	56,556.00	58,536.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Michael Hartz	Staff Assistant	07/01/2005	06/30/2006	36,828.00	37,752.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Holly Hatcher	Administrative Coordinator	07/01/2005	09/28/2005	31,560.00	32,352.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Luis Hernandez	Training Specialist	07/01/2005	09/28/2005	64,692.00	65,604.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Amy Hood	Training Specialist	07/01/2005	06/30/2006	56,172.00	57,864.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Julia Johnson	Teacher	07/01/2005	10/31/2005	23,040.00	23,520.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Janine Keirman	Project Financial Specialist	07/01/2005	10/31/2005	52,332.00	54,168.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Nicole Martin	Teacher	07/01/2005	10/31/2005	23,040.00	23,520.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Colleen Mendel	Executive Director	07/01/2005	10/31/2005	103,128.00	106,740.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Marie Susan Morris	Staff Assistant	07/01/2005	06/30/2006	36,648.00	37,572.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Beth O'Brien	Information/Events Specialist	07/01/2005	06/30/2006	42,504.00	43,920.00	7/1 Salary Increase
Training/Technical Assistance Svcs	James Pasley	Training Specialist	07/01/2005	06/30/2006	61,452.00	63,600.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Vera Pritchett	Computer Specialist	07/01/2005	06/30/2006	52,344.00	53,376.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Linda Reynolds	Teacher	07/01/2005	09/30/2005	18,408.00	18,792.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Betty Robertson	BW PT Clerical 00	07/01/2005	06/30/2006	20.36	20.87	7/1 Salary Increase
Training/Technical Assistance Svcs	Kiran Sahi	Teacher	07/01/2005	08/31/2006	30,768.00	31,704.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Lejane Sailors	Health Specialist	07/01/2005	06/30/2006	58,740.00	60,732.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Connie Smith	Early Childhood Ed. Spec.	07/01/2005	06/30/2006	65,184.00	67,140.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Cynthia Sprouse	Administrative Coordinator	07/01/2005	06/30/2006	28,584.00	29,448.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Debra Strait	Teacher	07/01/2005	10/31/2005	28,800.00	29,376.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Betsy Thigpen	Training Specialist	07/01/2005	06/30/2006	58,404.00	59,568.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Sherri Vance	Teacher	07/01/2005	08/31/2006	29,664.00	30,264.00	7/1 Salary Increase
Training/Technical Assistance Svcs	Marcia Verzaro-O'Brien	Director, Southern Region	07/01/2005	06/30/2006	88,704.00	91,812.00	7/1 Salary Increase
Training/Technical Assistance Svcs	James Watkins	Program Manager	07/01/2005	06/30/2006	58,548.00	60,312.00	7/1 Salary Increase
TRIO Training Project	Jennifer Costellow	Office Coordinator	07/01/2005	06/30/2006	28,176.00	29,304.00	7/1 Salary Increase
TRIO Training Project	Charlene Manco	Director	07/01/2005	06/30/2006	69,312.00	72,084.00	7/1 Salary Increase
TRIO Training Project	Janie Ward	Office Assistant	07/01/2005	06/30/2006	22,632.00	23,544.00	7/1 Salary Increase
TRIO Training Project	Jessica Watts	Training Associate	07/01/2005	06/30/2006	24,624.00	25,608.00	7/1 Salary Increase

PERSONNEL CHANGES – GRANTS
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Upward Bound	Tamika Dobbins	Counselor	07/01/2005	06/30/2006	28,008.00	29,124.00	7/1 Salary Increase
Upward Bound	Linda Gaines	Director	07/01/2005	06/30/2006	45,696.00	47,532.00	7/1 Salary Increase
Upward Bound	Michael Kenney	Assistant Director	07/01/2005	06/30/2006	35,532.00	36,960.00	7/1 Salary Increase
Upward Bound	Carol Lee	Office Associate	07/01/2005	06/30/2006	20,880.00	21,720.00	7/1 Salary Increase
Veterans Upward Bound	Patricia Ault	Office Associate	07/01/2005	09/30/2005	23,280.00	24,216.00	7/1 Salary Increase
Veterans Upward Bound	Martha Kenney	Coordinator	07/01/2005	09/30/2005	36,408.00	37,896.00	7/1 Salary Increase
Veterans Upward Bound	Howard Stone	Adult Ed Specialist	07/01/2005	09/30/2005	30,588.00	31,812.00	7/1 Salary Increase
Veterans Upward Bound	Randal Wilson	Director	07/01/2005	09/30/2005	43,524.00	45,264.00	7/1 Salary Increase
Veterans Upward Bound	Cassie Zippay	Adult Ed Specialist	07/01/2005	09/30/2005	30,624.00	31,860.00	7/1 Salary Increase
Biology	Bryan Mason	MN Temp PNF 00	04/01/2005	03/31/2006	28,320.00	29,724.00	Grant FYSalaryInc
Public Health	Bonny Petty	BW PT Tech 00	07/01/2005	06/30/2006	19.47	20.25	Grant FYSalaryInc
Educational Television Services	Kathryn Grover-Jimerson	Traffic Supervisor	07/01/2005	09/30/2006	22,788.00	25,560.00	Reclassification
Materials Characterization	Yan Cao	Laboratory Manager	07/01/2005	09/14/2006	40,008.00	55,008.00	Reclassification
Materials Characterization	I-Ting Chen	Manager, Operations	07/01/2005	09/14/2006	33,000.00	45,000.00	Reclassification
Materials Characterization	Dong Li	Laboratory Manager	07/01/2005		35,040.00	41,004.00	Reclassification
Materials Characterization	Wenyuan Wu	Laboratory Manager	07/01/2005	09/14/2006	40,008.00	55,008.00	Reclassification
Talent Search	Martha Sales	Director	07/01/2005	08/31/2006	36,468.00	42,000.00	Promotion
WATERS Lab	Jana Fattic	Director, Operations	05/01/2005	09/30/2005	32,400.00	40,008.00	Promotion
Talent Search	Paula Maier	Assistant Director	07/01/2005	06/30/2006	31,992.00	35,400.00	Transfer
Center for Math, Sci., & Env. Ed.	Joan Martin	Assistant Director		06/30/2005			Retirement
Educational Enhancement Programs	Kenneth Dyrsen	Director		06/30/2005			Retirement
Educational Talent Search	Nancy Carwell	Director		06/30/2005			Retirement
Biology	Sammi Doyle	FT Tech/Paraprof		04/29/2005			Termination
Child Care	Twana Hunt	BW PT Tech 00		05/26/2005			Termination
Child Care	Candice Johnson	BW PT Tech 00		06/23/2005			Termination
Economic Development Center	Candace Fox	Coordinator II		04/01/2005			Termination
Equal Opportunity/504/ADA Comp	Stephanie Lau	Coordinator II		06/30/2005			Termination
Materials Characterization - POD	Justin Hodges	BW PT Tech 00		05/12/2005			Termination
Materials Characterization - POD	Matthew King	BW PT Temp Tech 00		05/27/2005			Termination
Public Health	Amanda Guss	Office Assistant		06/02/2005			Termination

PERSONNEL CHANGES – GRANTS
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Talent Search	Eddie Swain	Counselor		06/30/2005			Termination
Training/Technical Assistance Svcs	Tyson Greenfield-Gough	Center Manager		06/09/2005			Termination
Veterans Upward Bound	Marlys Garman	MP PT PNF		05/05/2005			Termination

PERSONNEL CHANGES – STAFF

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Advancement Services	Cindy Hancock	Office Assistant	05/16/2005			21,000.00	Initial Appointment
Advancement Services	Emily McCallister	Office Assistant	05/26/2005			21,000.00	Initial Appointment
Campus Services	Milton Montgomery	Groundskeeper	07/01/2005			7.84	Initial Appointment
Community College	Donald Fox	BW PT Temp Tech 00	04/18/2005	03/31/2006		10.00	Initial Appointment
Controller	Mary Nunn	Office Assistant	05/16/2005			20,472.00	Initial Appointment
Counseling & Testing Center	Naveen Singh	BW PT Tech 00	05/09/2005	06/30/2006		9.65	Initial Appointment
Environmental Health & Safety	Luke Bramblett	Assistant Director	07/01/2005			48,000.00	Initial Appointment
Equal Opportunity/504/ADA Comp	Renee Augugliaro	Office Coordinator	06/10/2005			26,760.00	Initial Appointment
Equal Opportunity/504/ADA Comp	Joshua Hayes	Coordinator II	05/23/2005			31,080.00	Initial Appointment
Extended Campus - E'town/Ft Knox	Daniel Lee	BW PT Tech 00	04/05/2005			7.00	Initial Appointment
Facilities Management	Robert Elrod	Zone Maintenance Tech	04/18/2005			10.50	Initial Appointment
Forensics	Christopher Chandler	Office Associate	06/01/2005			22,008.00	Initial Appointment
Forensics	Stephen Doubledee	Assistant Coach	07/01/2005			26,520.00	Initial Appointment
Forensics	Stephanie Patterson	Assistant Coach	07/01/2005			26,520.00	Initial Appointment
Forensics	Maynard Prince	FT Temp PNF	07/01/2005	06/30/2006		26,520.00	Initial Appointment
Geography & Geology	Brittany Kjelland	BW PT Clerical 00	05/31/2005			10.00	Initial Appointment
Governmental Relations	Debra Varner	Administrative Assistant	05/05/2005			32,016.00	Initial Appointment
Honors Program	Craig Cobane	Director	07/01/2005			72,000.00	Initial Appointment
Human Resources	Michael B. Higgins	Worker's Comp Specialist	07/05/2005			35,004.00	Initial Appointment
HVAC Services	Kenneth Mosley	HVAC Technician	07/01/2005			13.50	Initial Appointment
Intramural/Recreational Sports	Jeffrey Lloyd	BW PT Tech 00	04/04/2005			15.00	Initial Appointment
Intramural/Recreational Sports	Chandi Tanner	BW PT Tech 00	01/10/2005			15.45	Initial Appointment
Leadership Studies	Cindy Ehresman	Coordinator, Leadership Ctr	07/01/2005			32,004.00	Initial Appointment
Libraries	Diana McQuady	BW PT Clerical 00	05/13/2005	02/28/2007		9.00	Initial Appointment
Men's Baseball	Christopher Finwood	Head Athletic Coach	06/06/2005			75,000.00	Initial Appointment
Men's Baseball	William Halla	Assistant Coach	06/02/2005			32,508.00	Initial Appointment
Men's Baseball	Andrew Slater	Assistant Coach	06/01/2005			32,508.00	Initial Appointment
Men's Basketball	Ronald Caton	Strength/Conditioning Coach	05/12/2005			33,504.00	Initial Appointment
Men's Football	Norm Johnson	BW PT Maint	07/01/2005	06/30/2006		5.15	Initial Appointment
Police	Joshua Toomey	Police Officer	05/02/2005			28,392.00	Initial Appointment
Provost/VP Academic Affairs	Jessica Gilland	Office Coordinator	06/13/2005			28,008.00	Initial Appointment
School of Journalism & Broadcasting	Stephen Lancaster	Manager, Computer Lab	06/13/2005			32,004.00	Initial Appointment
Small Business Accelerator	Henry Steen	MP PT Exec 00	07/01/2005	06/30/2006		15,000.00	Initial Appointment
Social Work	Deirdre Greene	BW PT Clerical 00	04/01/2005			8.50	Initial Appointment
Bookstore	Fred Ganter	BW PT Clerical 00	04/22/2005			6.50	Rehire
Engineering	Christopher Moore	Mechanical Support Specialist	05/16/2005			45,000.00	Rehire
Equal Opportunity/504/ADA Comp	Patricia Steelman	Manager, Assistive Tech	07/01/2005			40,080.00	Rehire

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Forensics	Chris Grove	MP PT PNF	08/15/2005	05/15/2006		10,000.00	Rehire
Institute for Rural Health	Roger Cropper	Program Specialist	05/09/2005	06/30/2006		23,688.00	Rehire
Combustion Lab Center Prof Services	Lois Hall	Operations Specialist	06/01/2005			38,016.00	Rehire of Retiree
Institutional Research	Julius J. Sloan	MP PT PNF	07/01/2005	06/30/2006		27,768.00	Rehire of Retiree
Swimming	William Powell	MP PT PNF	07/01/2005			38,004.00	Rehire of Retiree
Admin. Systems and Applications	Barbara Scheidt	Training Coordinator II	07/01/2005		19.57	38,400.00	Status Change
Admissions	Jo Ann Ashley	Admissions Associate	04/16/2005		19,104.00	20,832.00	Status Change
Associate VP for Campus Services	Virginia Griffin	Office Coordinator	06/01/2005		12.00	30,000.00	Status Change
Building Services	Sheila Barlow	Building Services Attendant	05/02/2005			6.82	Status Change
Building Services	Kimberly Breakfield	Building Services Attendant	05/02/2005			8.25	Status Change
Building Services	Daniel Holloway	Building Services Attendant	05/02/2005			8.00	Status Change
Building Services	Steven Martin	Building Services Attendant	05/02/2005			6.82	Status Change
Building Services	Raymond Price	Building Services Attendant	05/02/2005			6.82	Status Change
Campus Services	Danny Smith	Groundskeeper	07/01/2005			7.84	Status Change
College of Education & Behavioral Science	Usmaan Shakil	FT Temp PNF	07/01/2005	06/30/2006		30,000.00	Status Change
Facilities Management	Daniel Hall	Building Services Attendant	05/02/2005			6.82	Status Change
Facilities Management	Lakesha Sarver	Building Services Attendant	04/11/2005		6.50	6.82	Status Change
Facilities Management	Michell Southeard	Building Services Attendant	04/11/2005		6.50	6.82	Status Change
Gordon Ford College of Business	Gladys Patricia Jordan	Academic Advisor	07/01/2005		26,724.00	30,996.00	Status Change
Health Services	Patricia Banahan	Staff Nurse, RN	07/01/2005		32,376.00	33,672.00	Status Change
Health Services	Laurie Brown	Staff Nurse, RN	05/16/2005		24,264.00	32,352.00	Status Change
Health Services	Laurie Brown	Staff Nurse, RN	07/01/2005		32,352.00	33,624.00	Status Change
Intramural/Recreational Sports	Derek Hottell	Coordinator, Sport Clubs	07/01/2005		8.00	26,520.00	Status Change
Libraries	Paula Bowles	Sr Circulation Assistant	05/16/2005		8.96	23,016.00	Status Change
Special Instructional Programs	Jamie Hearld	Office Associate	07/01/2005		11.29	22,008.00	Status Change
Student Activity, Org & Leadership	Azurdee Garland	Coord, Student Activities	07/01/2005		26,004.00	30,960.00	Status Change
Student Activity, Org & Leadership	Amanda Phillips	Coord/Leadership/Vol	07/01/2005		24,000.00	32,448.00	Status Change
Undistributed Centers	Albert Brown	Building Services Attendant	05/16/2005			6.82	Status Change
University Center	Mindy Helton	Program Coordinator	07/01/2005		8.25	30,000.00	Status Change
Equal Opportunity/504/ADA Comp	Carolyn Boards	Office Assistant	05/15/2005		23,376.00	23,376.00	Reassignment
Microcomputing Services	James Kennedy	Microcomputing Consultant	07/01/2005		38,904.00	42,996.00	Reassignment
Cheerleader/Topperettes	Tom Jones	BW PT Maint 00	07/01/2005			10.00	Reappointment
Cheerleader/Topperettes	Stephanie Pennington	BW PT Maint 00	07/01/2005			10.00	Reappointment

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Combustion Lab Center Prof Services	Chunli Han	BW PT Tech 00	05/17/2005	11/16/2005		23.07	Reappointment
Combustion Lab Center Prof Services	Jiang Wu	BW PT Tech 00	05/17/2005	11/16/2005		24.23	Reappointment
Community College	Julie Gee	BW PT Temp Tech 00	07/01/2005	07/30/2005		15.00	Reappointment
Dean Ogden College	Jeffrey Felchner	BW PT Temp Tech 00	06/06/2005	08/19/2005		14.00	Reappointment
Distance Learning	Leyla Zhuhadar	BW PT Temp Tech 00	05/16/2005	09/01/2005	17.00	20.00	Reappointment
Health & Fitness Lab	Matthew Thoma	BW PT Tech 00	01/04/2005	05/08/2005		20.00	Reappointment
Intramural/Recreational Sports	Derek Hottell	BW PT Tech 00	05/09/2005	08/28/2005		8.00	Reappointment
Materials Characterization - POD	Pi-Yu Chen	BW PT Tech 00	05/30/2005	11/29/2005		17.31	Reappointment
Materials Characterization - POD	Hong Cui	BW PT Tech 00	05/16/2005	11/15/2005		23.08	Reappointment
Materials Characterization - POD	Yueh-Ying Liao	BW PT Tech 00	05/30/2005	11/29/2005		17.31	Reappointment
Network Computing & Communications	Mhd Alkhayat	BW PT Temp Tech 00	05/04/2005	08/28/2005		15.00	Reappointment
Network Computing & Communications	Bradley Rodgers	Temporary PNF	07/01/2005	12/16/2005	34,128.00	35,160.00	Reappointment
Student Activity ,Org & Leadership	Azurdee Garland	Coord, Student Activities	05/16/2005	06/30/2005		26,004.00	Reappointment
University Centers	Dewaker Dhandapani	BW PT Temp Maint 00	06/01/2005	05/31/2006	8.25	8.50	Reappointment
Career Services Center	Cassandra Watts	Office Associate	07/01/2005		22,836.00	23,352.00	Degree/Certification
Conference Center	Dora Johnson	Office Associate	07/01/2005		23,568.00	24,072.00	Degree/Certification
Conference Center	Roberta Parrigin	Manager	07/01/2005		40,296.00	41,004.00	Degree/Certification
Extended Learning & Outreach (DELO)	Laura Ricke	Temp Clerical	07/01/2005			\$700.00/Lump Sum	Degree/Certification
Institutional Research	Tuesdi Helbig	Research Analyst	01/01/2005		50,148.00	51,348.00	Degree/Certification
Library Public Services	Matthew Bogard	Library Facilities Specialist	07/01/2005		26,880.00	27,576.00	Degree/Certification
Network Computing	Timothy B. Vincent	Network Security Specialist	07/01/2005		48,768.00	49,464.00	Degree/Certification
Network Computing	Nyan Win	Network Engineer	07/01/2005		47,508.00	48,216.00	Degree/Certification
Student Financial Assistance	Allison Van Wyngarden	Financial Aid Counselor	07/01/2005		29,076.00	29,784.00	Degree/Certification
University Relations	LaDonna Harmon	Office Associate	07/01/2005		23,784.00	24,288.00	Degree/Certification
Admin. Systems and Applications	Jerry Harris	Op/Tech Support Analyst II	07/01/2005		31.00	31.65	Fiscal Yr Hrly Rate
Athletic Marketing	Paula Davids	BW PT Temp Clerical 00	07/01/2005	09/10/2005	5.15	5.36	Fiscal Yr Hrly Rate
Bookstore	William Duncan	BW PT Clerical 00	07/01/2005		7.64	7.95	Fiscal Yr Hrly Rate
Bookstore	Freddie Nallia	BW PT Clerical 00	07/01/2005		8.50	9.00	Fiscal Yr Hrly Rate
Bookstore	Robert Napier	BW PT Clerical 00	07/01/2005		10.30	10.70	Fiscal Yr Hrly Rate
Bookstore	Alice Siddens	BW PT Clerical 00	07/01/2005		8.50	8.85	Fiscal Yr Hrly Rate
Campus Services	Keith Martin	BW PT Maint 00	07/01/2005		6.44	6.69	Fiscal Yr Hrly Rate
Campus Services	L. J. Reagan	BW PT Maint 00	07/01/2005		7.75	8.06	Fiscal Yr Hrly Rate
College Heights Foundation	Sue Miller	BW PT Clerical 00	07/01/2005		16.95	17.97	Fiscal Yr Hrly Rate
Extended Campus Library Operations	Barbara Copass	BW Lib PT Clerical 04	07/01/2005		8.76	9.11	Fiscal Yr Hrly Rate
Extended Campus Library Operations	Robert Harbison	BW Lib PT Clerical 00	07/01/2005		10.33	10.74	Fiscal Yr Hrly Rate
Extended Campus-Elizabethtown	Elizabeth Cox	BW PT Tech 00	07/01/2005		7.21	7.50	Fiscal Yr Hrly Rate

PERSONNEL CHANGES – STAFF
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Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Extended Campus-Elizabethtown	Stefanie Kilianski	BW PT Tech 00	07/01/2005		7.48	7.78	Fiscal Yr Hrly Rate
Extended Campus-Elizabethtown	Gwyn Sutherland	BW PT Tech 00	07/01/2005		9.41	9.79	Fiscal Yr Hrly Rate
Extended Campus-Glasgow	Nancy Kirk	BW PT Maint 00	07/01/2005		8.01	8.33	Fiscal Yr Hrly Rate
Extended Campus-Glasgow	Charlette Koger	BW PT Tech 00	07/01/2005		9.07	9.73	Fiscal Yr Hrly Rate
Extended Campus-Glasgow	Lois Ryan	BW PT Clerical 00	07/01/2005		9.79	10.18	Fiscal Yr Hrly Rate
Extended Campus-Glasgow	William Thomas	BW PT Tech 00	07/01/2005		9.79	10.18	Fiscal Yr Hrly Rate
Extended Campus-Owensboro	Jennifer Dixon	BW PT Tech 00	07/01/2005		9.41	9.79	Fiscal Yr Hrly Rate
Extended Campus-Owensboro	Michael Gilmore	BW PT Maint 00	07/01/2005		8.80	9.15	Fiscal Yr Hrly Rate
Extended Campus-Owensboro	Steven Rice	BW PT Tech 00	07/01/2005		9.06	9.42	Fiscal Yr Hrly Rate
Extended Campus-Owensboro	Susan Rice	BW PT Clerical 00	07/01/2005		9.53	9.91	Fiscal Yr Hrly Rate
Extended Campus-Owensboro	Judy Rouse	BW PT Clerical 00	07/01/2005		9.53	9.91	Fiscal Yr Hrly Rate
Extended Campus-Owensboro	Druessa Williams	BW PT Tech 00	07/01/2005		9.41	9.79	Fiscal Yr Hrly Rate
Extended Learning & Outreach (DELO)	Diana Jones	BW PT Clerical 00	07/01/2005		11.82	12.29	Fiscal Yr Hrly Rate
Facilities Fiscal Services	William Swain	BW PT Maint 00	07/01/2005		9.53	9.91	Fiscal Yr Hrly Rate
Facilities Fiscal Services	Raymond Womack	BW PT Maint 00	07/01/2005		9.33	9.70	Fiscal Yr Hrly Rate
Gordon Ford College of Business	Billie Johnson	BW PT Clerical 00	07/01/2005		9.79	10.18	Fiscal Yr Hrly Rate
Kentucky Library & Museum	Victor Fife	BW Lib PT Clerical 00	07/01/2005		8.82	9.17	Fiscal Yr Hrly Rate
Libraries	Mary Groves	BW Lib PT Clerical 04	07/01/2005		10.51	10.93	Fiscal Yr Hrly Rate
Libraries	Janice Renusch	BW PT Clerical 00	07/01/2005		8.76	9.11	Fiscal Yr Hrly Rate
Library Public Services	Janet Cline	BW Lib PT Clerical 06	07/01/2005		12.02	12.50	Fiscal Yr Hrly Rate
Library Public Services	Robbin McGinnis	BW Lib PT Clerical 08	07/01/2005		21.36	22.21	Fiscal Yr Hrly Rate
Library Public Services	Robert Thornton	BW Lib PT Clerical 05	07/01/2005		11.28	11.73	Fiscal Yr Hrly Rate
Library Public Services	Michael Vincent	BW Lib PT Clerical 04	07/01/2005		8.93	9.29	Fiscal Yr Hrly Rate
Library Public Services	Anna Wilson	BW Lib PT Clerical 04	07/01/2005		8.76	9.11	Fiscal Yr Hrly Rate
Library Public Services	Barbara Withrow	BW Lib PT Clerical 06	07/01/2005		10.75	11.18	Fiscal Yr Hrly Rate
Library Special Collections	Julian Durbin	BW Lib PT Clerical 01	07/01/2005		6.17	6.42	Fiscal Yr Hrly Rate
Library Special Collections	Opal Hensley	BW Lib PT Clerical 01	07/01/2005		6.17	6.42	Fiscal Yr Hrly Rate
Library Special Collections	Gayle Novick	BW Lib PT Clerical 00	07/01/2005		8.96	9.32	Fiscal Yr Hrly Rate
Library Special Collections	Mary Oppitz	BW Lib PT Clerical 01	07/01/2005		6.17	6.42	Fiscal Yr Hrly Rate
Library Special Collections	Sally Strickler	BW Lib PT Clerical 04	07/01/2005		6.17	6.42	Fiscal Yr Hrly Rate
Library Special Collections	Elizabeth Yambrek	BW Lib PT Clerical 00	07/01/2005		9.25	9.62	Fiscal Yr Hrly Rate
Men's Baseball	Charles Murrie	BW PT Temp Maint 00	07/01/2005		6.00	6.24	Fiscal Yr Hrly Rate
President's Home	Yvonne Potter	BW PT Maint 00	07/01/2005		16.03	16.67	Fiscal Yr Hrly Rate
Shuttle Service	Jerry Alford	BW PT Maint 00	07/01/2005		9.00	9.36	Fiscal Yr Hrly Rate
Shuttle Service	Wanda Woosley	BW PT Maint 00	07/01/2005		9.01	9.37	Fiscal Yr Hrly Rate
Student Publications	Tracy Newton	BW PT Clerical 00	07/01/2005		10.66	11.09	Fiscal Yr Hrly Rate
Student Publications	Jo Thompson	BW PT Clerical 00	07/01/2005		21.09	21.93	Fiscal Yr Hrly Rate
WKU Foundation	Candace Crowley	BW PT Clerical 00	07/01/2005		11.50	11.96	Fiscal Yr Hrly Rate

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
WKU Foundation	Susan Ingram	BW PT Clerical 00	07/01/2005		11.50	11.96	Fiscal Yr.Hrly Rate
WKU Foundation	Elashia Martin	BW PT Clerical 00	07/01/2005		11.50	11.96	Fiscal Yr.Hrly Rate
Academic Advising	Sam Starks	Assistant Director	07/01/2005		37,296.00	38,280.00	Fiscal Yr Salary Inc
Admissions	April Gaskey	Telecounseling Supervisor	07/01/2005		27,648.00	28,368.00	Fiscal Yr Salary Inc
Alumni Relations	Amy Miller	Assistant Director	07/01/2005		32,952.00	37,008.00	Fiscal Yr Salary Inc
Alumni Relations	Teresa Morrison	Assistant Director	07/01/2005		33,060.00	37,008.00	Fiscal Yr Salary Inc
College Heights Foundation	Mary Sample	MP PT PNF	07/01/2005		137.69/day	145.95/day	Fiscal Yr Salary Inc
Communication Disorders	Mary Epley	Office Associate	07/01/2005	06/30/2006	23,832.00	25,008.00	Fiscal Yr Salary Inc
Educational Television Services	John Coe	ITV Technician	07/01/2005		40,056.00	42,888.00	Fiscal Yr Salary Inc
Equal Opportunity/504/ADA Comp	Carolyn Boards	Office Assistant	07/01/2005		23,376.00	24,240.00	Fiscal Yr Salary Inc
Event Planning	James McCoy	Assistant Supv/Special Events	07/01/2005		13.50	14.13	Fiscal Yr Salary Inc
Event Planning	Sarah Thomas	Events Assistant	07/01/2005		21,000.00	22,512.00	Fiscal Yr Salary Inc
Extended Learning & Outreach (DELO)	Linda Jones	Office Assistant	07/01/2005		22,104.00	23,016.00	Fiscal Yr Salary Inc
Extended Learning & Outreach (DELO)	Laura Ricke	Temp Clerical	07/01/2005	12/30/2005	26,376.00	27,432.00	Fiscal Yr Salary Inc
Facilities Management	Cheryl Jackson	Building Services Attendant	07/01/2005		6.82	7.50	Fiscal Yr Salary Inc
Facilities Management	Rob Shulda	Stockroom Associate	07/01/2005		11.50	12.02	Fiscal Yr Salary Inc
Forensics	Rita McGuire	Office Associate	07/01/2005		22,008.00	22,920.00	Fiscal Yr Salary Inc
Hilltopper Athletic Foundation	James Clark	Associate Director	07/01/2005		67,344.00	70,044.00	Fiscal Yr Salary Inc
Hilltopper Athletic Foundation	Ellen Suwanski	Membership Svcs Associate	07/01/2005		24,624.00	25,632.00	Fiscal Yr Salary Inc
Institutional Research	Tuesdi Helbig	Research Analyst	07/01/2005		51,348.00	54,624.00	Fiscal Yr Salary Inc
International Programs	Robin Borczon	Director of International Svcs	07/01/2005	06/30/2006	35,760.00	52,008.00	Fiscal Yr Salary Inc
Library Public Services	Michael Franklin	Media & Reserves Specialist	07/01/2005		27,000.00	27,240.00	Fiscal Yr Salary Inc
Library Public Services	Sheila Hause	Sr Circulation Assistant	07/01/2005		30,192.00	30,432.00	Fiscal Yr Salary Inc
Library Public Services	Kenneth Gary Whittle	Supv, Circulation Desk	07/01/2005		26,256.00	27,288.00	Fiscal Yr Salary Inc
Library Public Services	Doug Wiles	Library Security Officer	07/01/2005		24,096.00	30,048.00	Fiscal Yr Salary Inc
Men's Football	David Elson	Head Athletic Coach	07/01/2005		102,768.00	130,008.00	Fiscal Yr Salary Inc
Nursing	Angelyn Drexler	CPR Training Coordinator	07/01/2005		23,208.00	27,456.00	Fiscal Yr Salary Inc
Postal Services	John Grismore	Supervisor, Post Office	07/01/2005		26,148.00	28,800.00	Fiscal Yr Salary Inc
Postal Services	Donna Mefford	Mail Room Assistant	07/01/2005		23,280.00	25,224.00	Fiscal Yr Salary Inc
Provost/VP Academic Affairs	Michael Dale	Assistant Vice President	07/01/2005		85,104.00	97,068.00	Fiscal Yr Salary Inc
Provost/VP Academic Affairs	LaDonna Harris	Office Coordinator	07/01/2005		28,632.00	31,128.00	Fiscal Yr Salary Inc
Social Work - CFL	Marsha Hopper	Office Associate	07/01/2005	06/30/2006	19,488.00	20,280.00	Fiscal Yr Salary Inc
Student Financial Assistance	Kristie Hughes	Coord, Financial Aid Info Sys	07/01/2005		30,192.00	30,552.00	Fiscal Yr Salary Inc
University Centers	David Emerson	Associate Director	07/01/2005		38,004.00	39,528.00	Fiscal Yr Salary Inc
University Relations	Rebecca DeSensi	Coordinator, Broadcast Svcs	07/01/2005		26,868.00	30,480.00	Fiscal Yr Salary Inc
University Relations	Eric Thomas Newton	Communication Specialist	07/01/2005		30,504.00	34,512.00	Fiscal Yr Salary Inc
VP Institutional Advancement	Lee Robertson	MP PT PNF	07/01/2005		29,532.00	33,540.00	Fiscal Yr Salary Inc
VP Student Affairs	Donna Gregory	Staff Counselor	07/01/2005		27,492.00	28,596.00	Fiscal Yr Salary Inc

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
WATERS Lab	Donna Haswell	Office Associate	07/01/2005		21,960.00	23,496.00	Fiscal Yr Salary Inc
WKU Foundation	Paula Jarboe	Trust Accountant	07/01/2005		57,816.00	60,948.00	Fiscal Yr Salary Inc
WKU Foundation	Heather Pruitt	Accounts Associate	07/01/2005		22,008.00	24,888.00	Fiscal Yr Salary Inc
Police	Robert Boyden	Police Officer	07/01/2005		29,256.00	32,352.00	Salary Inc/KLEF
Police	Lisa Brown	Asst Shift Commander	07/01/2005		32,184.00	35,280.00	Salary Inc/KLEF
Police	Jody Burton	Shift Commander - Sgt	07/01/2005		38,352.00	41,448.00	Salary Inc/KLEF
Police	Rafael Casas	Asst Shift Commander	07/01/2005		31,632.00	34,728.00	Salary Inc/KLEF
Police	Robert Deane	Chief of Police	07/01/2005		73,308.00	76,404.00	Salary Inc/KLEF
Police	Mike Dowell	Investigations Commnd - Cpt	07/01/2005		43,368.00	46,464.00	Salary Inc/KLEF
Police	Roman Gutierrez	Police Officer	07/01/2005		29,256.00	32,352.00	Salary Inc/KLEF
Police	Joe Harbaugh	Crime Prev/Training Sgt	07/01/2005		37,392.00	40,488.00	Salary Inc/KLEF
Police	Kerry Hatchett	Patrol Commnd - Cpt	07/01/2005		43,224.00	46,320.00	Salary Inc/KLEF
Police	W. Kemble Johnson	Police Officer	05/16/2005		28,392.00	31,488.00	Salary Inc/KLEF
Police	Richard McBrayer	Police Officer	05/16/2005		28,392.00	31,488.00	Salary Inc/KLEF
Police	Lee McKinney	Shift Commander - Sgt	07/01/2005		37,392.00	40,488.00	Salary Inc/KLEF
Police	Mike Miciotto	Police Officer	07/01/2005		29,256.00	32,352.00	Salary Inc/KLEF
Police	Brandon Miller	Police Officer	07/01/2005		29,256.00	32,352.00	Salary Inc/KLEF
Police	Dominic Ossello	Police Officer	07/01/2005		29,256.00	32,352.00	Salary Inc/KLEF
Police	Jerry Phelps	Field Op Commnd - Major	07/01/2005		60,744.00	63,840.00	Salary Inc/KLEF
Police	Ricky Powell	Detective Inv - Sgt	07/01/2005		37,368.00	40,464.00	Salary Inc/KLEF
Police	Edward Rich	Asst Shift Commander	07/01/2005		32,856.00	35,952.00	Salary Inc/KLEF
Police	David Skinner	Police Officer	07/01/2005		29,256.00	32,352.00	Salary Inc/KLEF
Police	Craig Sutter	Police Officer	07/01/2005		29,952.00	33,744.00	Salary Inc/KLEF and Degree
Police	Robert Waldrop	Shift Commander - Sgt	07/01/2005		39,384.00	42,480.00	Salary Inc/KLEF
Police	Mike Wallace	Comm/Staff Svcs Commnd-Cpt	07/01/2005		51,480.00	54,576.00	Salary Inc/KLEF
Police	Brian Ward	Police Officer	07/01/2005		32,832.00	35,928.00	Salary Inc/KLEF
Men's Basketball	Darrin Horn	Head Athletic Coach		03/31/2009			Contract Extension
Women's Basketball	Mary Taylor Cowles	Head Athletic Coach		06/30/2009			Contract Extension
Academic Advising	Sam Starks	Assistant Director	05/09/2005		33,120.00	37,296.00	Promotion
Athletics/Swimming	Bruce Marchionda	Head Athletic Coach	07/01/2005		42,732.00	57,504.00	Promotion
Campus Services	Henry Blair	Sr Groundskeeper	07/01/2005		8.18	10.44	Promotion
Correspondence Studies Office	Chonda White	Correspondence Study Spec.	05/23/2005		22,008.00	27,504.00	Promotion
Facilities Management	Rob Shulda	Stockroom Associate	04/25/2005		9.91	11.50	Promotion

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
President's Office	Adrianne Browning	Administrative Assistant	05/31/2005		21,792.00	32,016.00	Promotion
Telecommunications	Eric Flowers	Telecommunications Engineer	07/01/2005		36,720.00	40,008.00	Promotion
Alumni Relations	Andrea Haynes	Assistant Director	07/01/2005		28,092.00	35,004.00	Reclassification
Alumni Relations	William Skaggs	Associate Director	07/01/2005		34,404.00	42,072.00	Reclassification
Alumni Relations	Virginia Steenbergen	Associate Director	07/01/2005		34,704.00	42,072.00	Reclassification
Alumni Relations	Amanda Trabue	Assistant Director	07/01/2005		28,488.00	35,004.00	Reclassification
College of Health & Human Services	Eva Whittle	Office Coordinator	07/01/2005		24,504.00	28,992.00	Reclassification
Community College	Shirley Bush	Coord, Learning Assistance	07/01/2005			No Change	Reclassification
Controller	Sharon Ramsey	Accounts Specialist	07/01/2005		24,384.00	30,504.00	Reclassification
Event Planning	Rachel Manning	Assistant Director	07/01/2005		27,204.00	33,204.00	Reclassification
Extended Learning & Outreach (DELO)	Jennifer Perry	Marketing Specialist	07/01/2005		24,000.00	27,552.00	Reclassification
Library Public Services	Michael Franklin	Media & Reserves Specialist	07/01/2005			No Change	Reclassification
Library Public Services	Deborah Lamastus	Sr Ky Doc & Law Specialist	07/01/2005		24,768.00	27,816.00	Reclassification
Library Public Services	Dewayne Stovall	Sr Govt Info & Law Specialist	07/01/2005		24,216.00	27,264.00	Reclassification
Music	Deloris Trammel	Office Associate	07/01/2005		20,808.00	23,664.00	Reclassification
Academic Advising	Tammy Rastoder	Stipend		06/30/2005			Stipend, End
Academic Affairs & Provost's Office	Michael Dale	Stipend		06/30/2005			Stipend, End
Housing & Residence Life	Benjamin Ellis	Stipend	06/06/2005	06/30/2005		788.00	Stipend
Housing & Residence Life	Robert Unseld	Stipend	05/18/2005	06/30/2005		1,600.00	Stipend
Institutional Advancement	Thomas Hiles	Stipend	07/01/2005	06/30/2006		15,000.00	Stipend
International Programs & Projects	Robin Borczon	Interim Director		06/30/2005			Stipend, End
Sponsored Programs	Phillip Myers	Stipend, Research Foundation	07/01/2005	06/30/2006		6,480.00	Stipend
Provost/VP Academic Affairs	Lou Stahl	Office Associate	07/01/2005	06/30/2006	28,656.00	30,024.00	Temporary Rate Inc
Admissions Office	Derick Strobe	Admissions Counselor	06/01/2005		21,552.00	27,000.00	Transfer
Building Services	Wanda McDavitt	Group Leader, Bldg Svcs	03/28/2005		9.78	9.78	Transfer
Building Services	Brenda Wilbert	Building Services Attendant	05/30/2005		6.96	6.96	Transfer
Communication Disorders	Mary Epley	Office Associate	05/23/2005		23,832.00	23,832.00	Transfer
Ed. Admin., Leadership & Research	Sharon Windham	Temp Clerical	06/20/2005	08/01/2005	18,936.00	22,008.00	Transfer
Correspondence Studies Office	Sharon Wassom	Correspondence Specialist		06/30/2005			Retirement
Facilities Management	Wilma Mahone	Building Services Attendant		03/31/2005			Retirement
Gordon Ford College of Business	Robert Jefferson	Dean		06/30/2005			Retirement
Swimming	William Powell	Director, Intercollegiate Swimming		06/30/2005			Retirement

PERSONNEL CHANGES – STAFF
(continued)

Organization	Employee	Title	Effective Date	End Date	Salary	Proposed Salary	Type Action
Associate VP for Campus Services	Andrea Raybould	Office Coordinator		04/11/2005			Termination
Building Services	Cynthia Loafman	Building Services Attendant		06/03/2005			Termination
Building Services	Kennetha Mahone	Building Services Attendant		04/14/2005			Termination
Building Services	Melony Scott	Building Services Attendant		05/15/2005			Termination
Building Services	Chun Teel	Building Services Attendant		06/03/2005			Termination
Bursar	Lawrence S. Owens	Asst Bursar for Cashiers		07/01/2005			Termination
Campus Services	Jeremy Bowling	Groundskeeper		04/22/2005			Termination
Chemistry	Kancia Cummings	Operations Specialist		05/26/2005			Termination
Communication	Tammi Farrell	BW PT Clerical		01/31/2005			Termination
Controller	Patricia Barlow	Grant Accounts Specialist		06/30/2005			Termination
Development	Claude Bacon	Dev Director/Athletics		06/08/2005			Termination
English	Patsy Taylor	BW PT Clerical 00		05/13/2005			Termination
Environmental Health & Safety	Abbie Basham	BW PT Clerical 00		05/27/2005			Termination
Extended Learning & Outreach (DELO)	Carrie Davis	Coordinator, Cohort Programs		07/08/2005			Termination
Geography & Geology	Ruth Cornelius	BW PT Clerical 00		05/07/2005			Termination
Governmental Relations	Melissa Johnson	BW PT Clerical 00		04/29/2005			Termination
Hilltopper Athletic Foundation	Thomas Keith	Assoc Dir, HAF & Ext. Affair		06/07/2005			Termination
Housing & Residence Life	Jesse Atteberry	Residence Hall Director		06/30/2005			Termination
Housing & Residence Life	Chavela Dean	Asst Residence Hall Director		06/30/2005			Termination
Housing & Residence Life	Christina Johnson	Residence Hall Director		06/30/2005			Termination
Housing & Residence Life	Sean O'Reilly	Coordinator, HRL		06/30/2005			Termination
Housing & Residence Life	Michael Shuck	Residence Hall Director		06/30/2005			Termination
Housing & Residence Life	Bobbi Wathen	Asst Residence Hall Director		06/30/2005			Termination
Human Resources	Suzie Faulkner	BW PT Clerical		04/14/2005			Termination
Human Resources	Delores Proffitt	BW PT Clerical		04/14/2005			Termination
HVAC Services	Gary Mason	HVAC Tech		04/04/2005			Termination
Libraries	Isariya Locke	BW Lib PT Clerical		05/11/2005			Termination
Libraries	Daniel Pawley	BW Lib PT Tech		06/01/2005			Termination
Men's Baseball	Michael McLaury	Assistant Baseball Coach		06/30/2005			Termination
Men's Baseball	Daniel Mosier	Assistant Coach		06/30/2005			Termination
Men's Basketball	Eric Haut	MP PT PNF		05/31/2005			Termination
Men's Basketball	William Small	Assistant Coach		06/30/2005			Termination
Network Computing & Communications	John Osborne	Microcomputing Consultant		05/13/2005			Termination
Sociology	Kelcey Newton	Office Associate		06/17/2005			Termination
Student Financial Assistance	Mary Jo Williams	BW PT Temp Clerical 00		06/02/2005			Termination
Teacher Services	Nayasha Walker	Coordinator		06/16/2005			Termination
University Relations	Patrick Quirk	BW PT Temp Tech 00		05/24/2005			Termination

Chair Martin presented the recommended personnel actions for approval. Motion to approve, as recommended, the personnel actions since April 29, 2005, was made by Ms. Gray, seconded by Ms. Hughes, and carried unanimously.

AGENDA ITEM 9.6 - Approval of faculty emeritus/a status for recommended retired faculty

RECOMMENDATION: President Ransdell recommends approval of Faculty Emeritus/a status for retired faculty members who have been recommended by the tenured faculty, department head, and college dean to be awarded emeritus status. They have served the University for at least ten years and have had distinguished records of achievement and service at the University. Recommend emeritus/a status be awarded to the following faculty members:

Potter College of Arts, Humanities & Social Sciences

Department of Philosophy and Religion

Dr. Margaret Curtis-Howe, Professor of Religious Studies, Emerita

Ogden College of Science and Engineering

Department of Biology

Dr. Gary Dillard, Professor of Biology, Emeritus

Motion to approve Faculty Emeritus/a status for retired faculty members Dr. Margaret Curtis-Howe and Dr. Gary Dillard was made by Dr. Dietle, seconded by Ms. Jordan, and carried unanimously.

AGENDA ITEM 10 - Reports

University staff members reviewed informational reports provided to the members of the Board as follows:

- 10.1 Fall Enrollment Projection (Dr. Luther Hughes)
- 10.2 Institutional Planning with the Council on Postsecondary Education (Dr. Barbara Burch)
 - Mission Parameters
 - Performance Indicators
 - Campus Action Plan
- 10.3 Fall Housing Projection (Dr. Gene Tice)
- 10.4 Year-end Grants & Contracts Report (Dr. Phil Myers)
- 10.5 Year/end Gift/Endowment Report (Mr. John Paul Blair)
 - Media Report (Mr. Bob Edwards)
- 10.6 Construction Update (Mr. John Osborne)
- 10.7 Summary of 2004-05 Athletic Performance (Dr. Wood Selig)
- 10.8 Parking/Transportation Update (Dr. Jennifer Tougas)

AGENDA ITEM 11 - President's Report

Dr. Ransdell indicated he had exercised the Board's delegation for him to sign contracts to sign a contract with the State Transportation Cabinet which they required in order to receive a \$250,000 grant from the State Transportation Cabinet to help finance the engineering of the curve on College Heights Boulevard. The State will pay \$250,000 and Western will pay about \$500,000; this being a two-for-one match.

AGENDA ITEM 9.4 (Resumed)

Ms. Gray made a motion that the Board review the record and take appropriate action thereon in accordance with the Faculty Handbook, 16th Edition, on an appeal of faculty non-continuance, and because the nature of the appeal involves a confidential personnel matter pertaining to an individual employee, which might lead to the dismissal of an individual employee, that the Board go into closed session for discussion of the matter, as provided under KRS 61.810(1)(f). The reason for the closed session would be the privacy considerations with respect to the individual employee. The motion was seconded by Mr. Fischer and carried unanimously.

The Board, accompanied by President Ransdell, Ms. Esters, Dr. Burch, and Ms. Wilkins went into closed session at 5:10 p.m.

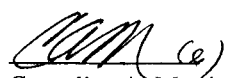
Returning from closed session at 6:20 p.m., Chair Martin stated, "The Board is now returning to open session. During the closed session, the Board discussed only matters within the scope of the motion, took no formal action, and made no decisions."


Ms. Roberts moved to accept the recommendation of the Committee that Mr. Dongvillo's February 17 recommendation for non-continuation was neither arbitrary nor capricious, nor did it infringe upon Mr. Dongvillo's protected rights. The motion was seconded by Ms. Gray, and carried with Dr. Dietle and Mr. Zielke voting no."

With no further business on the agenda for consideration, motion to adjourn by Mr. Fischer, seconded by Ms. Jordan carried. The meeting adjourned at approximately 6:20 p.m.

CERTIFICATION OF SECRETARY

I hereby certify that the minutes herein above set forth an accurate record of votes and actions taken by the Board of Regents of Western Kentucky University in the third quarterly meeting held July 22, 2005, in the Cornelius A. Martin Regents Room in the Mass Media and Technology Hall on the Western campus, and further certify that the meeting was held in compliance with KRS 61.810, 61.815, 61.820, and 61.825 (enacted as Sections 2, 3, 4 and 5 of House Bill 100, 1974 Regular Session, General Assembly).


Cornelius A. Martin
Chair
November 19, 2005


Elizabeth W. Esters
Secretary



Elizabeth W. Esters
Secretary
November 19, 2005

EXHIBIT I

WESTERN KENTUCKY UNIVERSITY ATHLETIC EMPLOYMENT CONTRACT

This Employment Contract is made this the 18th day of May, 2005, between **WESTERN KENTUCKY UNIVERSITY** (the "University") and Chris Finwood ("Coach").

ARTICLE I PURPOSE

The University and Coach have entered into this Employment Contract because the University desires Coach to serve as Head Coach of the University's men's baseball program. The University and Coach agree that head coaches of intercollegiate athletic teams at Western Kentucky University conduct their professional activities under circumstances unique in the family of University employees, including evaluation and scrutiny of team performances by the public and the media and control by external rules and regulations. These circumstances justify job security and commitment by Coach longer than one year, but less than a continuous appointment. For these reasons, the University has agreed to employ and Coach has promised to be employed by the University upon the following terms and conditions.

Coach shall be a staff employee at the University, with the terms of his employment restricted solely to this Employment Contract. It is understood and agreed that Coach's sole grievance rights shall be as set forth in 5.07 herein and that Coach hereby waives any and all grievance rights under the University's internal employee grievance procedures; provided, however, that Coach shall be subject to the University's *Policy Against Sexual Harassment*. Furthermore, Coach understands and acknowledges that his employment with the University is not a tenure-track position and will not lead to tenure.

The parties agree that the provisions of this contract shall supersede and replace any and all other contracts or agreements entered into between the parties and such other contracts or agreements shall be null and void.

ARTICLE II POSITION

2.01 DESCRIPTION OF DUTIES AND RESPONSIBILITIES

A. RECOGNITION OF DUTIES

Coach agrees to be a loyal coach of the University. Coach agrees to devote his best efforts full time to the performance of his duties for the University, to give proper time and attention to furthering

his responsibilities to the University, and to comply with and publicly support all rules, regulations, policies, and decisions established or issued by the University.

Coach also agrees that, notwithstanding any other provisions of this agreement, during the term of this Employment Contract, he will not engage, directly or indirectly, in any business which would detract from his ability to apply his best efforts to the performance of duties hereunder.

Coach agrees that his comments, actions and conduct, both in public and private forums, will at all times reflect positively upon the University, the University's athletic programs, and the University's administration.

Coach further agrees that the level of compensation and benefits provided to him in this Contract are dependent upon his performance as a Head Coach, including the quality of the student athletes he recruits and retains, the team's performance and/or success under his supervision, and the existence and extent of the marketability of the program and the fan base he develops and / or maintains as Head Coach.

B. GENERAL DUTIES AND RESPONSIBILITIES

During the period in which the University employs Coach as Head Coach, Coach agrees to undertake and perform all duties and responsibilities attendant to the position of head coach of men's baseball as set forth herein.

C. SPECIFIC DUTIES AND RESPONSIBILITIES WHILE EMPLOYED AS COACH

As of the beginning of this Employment Contract, the duties and responsibilities assigned to the Coach in connection with the position as head coach are as set forth below. The list of specific duties and responsibilities supplement, and is not exclusive of, the other general duties and responsibilities provided for elsewhere in this Employment Contract.

1. Provide the University with his most dedicated and conscientious service in carrying out the duties and responsibilities as set forth herein or as may be assigned by the Athletic Director and perform his duties and responsibilities in a manner consistent with state and University rules, regulations, and policies.
2. Be primarily responsible for all aspects of the men's baseball program including the budget, scheduling, the recruiting, training, supervision, evaluation, and performance of student

athletes, coaching staff, and men's baseball office clerical staff, subject to the approval of the Athletics Director.

3. Abide by and comply with the constitution, bylaws, and interpretations of the National Collegiate Athletic Association (NCAA) and the Sun Belt Conference, or any other men's baseball conference the **University** may choose to enter, as well as all **University** rules and regulations relating to the conduct and administration of the men's baseball program. In the event that **Coach** becomes aware, or has a reasonable cause to believe, that violations of such constitution, bylaws, interpretations, rules, or regulations may have taken place, he shall report the same promptly to the Athletic Director of the **University**.
4. Use his best efforts to ensure that all academic standards, requirements, and policies of the **University** are observed by him and by members of his coaching staff at all times, including those in connection with the recruiting and eligibility of perspective and current student athletes for the men's baseball program, and ensure that said standards, requirements, and policies are not compromised or violated at any time.
5. Use his best efforts, in conjunction with the **University**, to ensure that all student athletes recruited for his men's baseball program are provided proper academic counseling and are encouraged to and given every opportunity to meet the degree requirements necessary to graduate from the **University**.
6. Recruit, coach, and train student athletes to compete successfully against major college competition in a quality men's baseball program.
7. Use his best efforts to ensure that his student athletes conduct themselves in a manner that will reflect a positive image for the **University** both on and off the baseball field.
8. Use his best efforts to preserve the **University's** reputation and dignity and shall keep his public and private statements and written communications complementary to the athletics program and to the **University** and its administration. **Coach** agrees that as a recognized and notable spokesperson about intercollegiate athletics and education, he shall support the **University** administration mission, policies, and decisions in all his dealings and activities with the public.

9. Use his best efforts to establish and maintain frequent, systematic, and personal communication concerning the University's academic mission and the Athletics Department mission to the University's student body, faculty, and staff.

2.02 **DISCIPLINARY ACTIONS FOR VIOLATIONS OF NCAA OR CONFERENCE RULES AND REGULATIONS OR UNIVERSITY POLICY**

If Coach is found to be in violation of NCAA or Conference rules and regulations, or in violation of any University policy or procedure, Coach shall be subject to disciplinary and/or corrective actions by the University.

2.03 **REPORTING RELATIONSHIPS**

The parties (without delineating the particular terms and conditions) acknowledge that each party will use its best efforts and will cooperate with the other to provide the following support for the University's men's baseball program.

- A. Coach's immediate supervisor for purposes of implementing the Contract shall be the Athletic Director of the University; all matters pertaining to the operation of the University's men's baseball program shall be subject to the direction and control of the Athletic Director. The Athletic Director shall support Coach in the performance of his duties as set out in this Contract.
- B. The overall policy of the entire athletics program shall remain the exclusive prerogative of the University. Coach shall administer the daily routine and organization of the program as he deems necessary to effectuate its success, provided such administration shall be in accordance with the policies established by the Athletic Director.
- C. Coach shall have primary responsibility for decisions relating to choice and scheduling of baseball opponents, means of travel to be employed, hotel, food accommodations, size and content of the travel squad and party, and all other matters pertaining to the operation of similar phases of the baseball program, but final decisions in such matters shall be with the Athletic Director. It is specifically agreed and understood that travel arrangements shall be made in conformance with any contractual agreements between the University and any travel agency.
- D. Coach shall have the right to release, hire, and retain assistant men's baseball coaches subject to the University's employment policies and procedures and subject to the approval of the Athletic Director, the President of the University, and the University's Board of Regents.

- E. Subject to the approval of the Athletic Director, **Coach** shall have primary responsibility for developing the budget annually for the men's baseball program and, upon his request, will be assisted by the Athletic Business Manager.
- F. Further, if the University at any time decides to change its competitive status under the NCAA rules, regulations, and/or constitution regarding competition, (e.g., the University's men's baseball program becomes Division II baseball) to any status lower than Division I, or if the entire Athletics Program of the University is placed on probation by the NCAA due wholly to reasons unrelated to the men's baseball program, **Coach** shall have the right to terminate this agreement immediately and all payment provisions or obligations of either party herein shall be null and void.

ARTICLE III TERM OF EMPLOYMENT

The initial term of this Employment Contract shall be for a period beginning on the day this document is fully executed by all parties and expiring on the 30th day of June 2009, as follows. If circumstances do not exist that would justify dismissal for cause under paragraph 5.01 during of this Contract, the University shall extend this Contract by one additional year in 2005-2006 to extend contract through June 30, 2010.

ARTICLE IV COMPENSATION / BENEFITS

In consideration for the promises he has made in entering into this Employment Contract, **Coach** shall be entitled to the following forms of compensation: base salary payments, benefits, and bonuses.

4.01 SALARY AND BENEFITS

- A. Effective July 1, 2005, or upon execution of this Contract, the base salary paid by the **University** to **Coach** for services and satisfactory performance of the terms and conditions of this Employment Contract shall be \$75,000.00, and shall be payable in equal monthly installments during the period of this Contract and paid in conformity with the payroll procedure of the **University**.
- B. **Coach** will be reviewed for his performance on an annual basis and, assuming satisfactory performance and available funds, he will be given an annual salary increase of his base salary as

provided in paragraph 4.01(A) deemed appropriate by the Athletic Director, and in accordance with the University performance evaluation and compensation policies.

- C. Coach shall be eligible to participate in a group insurance, retirement, and voluntary payroll deduction program on the same basis and with the same University contributions that apply to the University's non-academic administrative staff.
- D. The University shall furnish to Coach, for his use on a loan basis during the term of his Employment Agreement, one (1) automobile and shall pay for automobile liability and comprehensive insurance and taxes, if applicable, upon said vehicle. Coach shall be solely responsible for all upkeep, maintenance, and / or repair of vehicle. If an automobile is not available, the University shall provide the Coach with a leased vehicle.

4.02 COACH'S BONUS

- A. The Coach shall be entitled to the following recruiting bonuses:
 - 1. Division I "top 10" recruiting class: Should the Coach succeed in recruiting an incoming class of no less than four (4) recruits deemed to be members of a "top 10" recruiting class by one recruiting analyst, the same to be mutually agreed upon by both parties, as being one of the Division I top 10 recruiting classes in the country, the University shall pay Coach a bonus of up to \$3,000.00.
 - 2. Division I "top 25" recruiting class: Should the Coach succeed in recruiting an incoming class of no less than four (4) recruits deemed to be members of a "top 25" recruiting class by one recruiting analyst, the same to be mutually agreed upon by both parties, as being one of the Division I top 25 recruiting classes in the country, the University shall pay Coach a bonus of up to \$1,500.00.
 - 3. Division I "top 50" recruiting class: Should the Coach succeed in recruiting an incoming class of no less than four (4) recruits deemed to be members of a "top 50" recruiting class by one recruiting analyst, the same to be mutually agreed upon by both parties, as being one of the Division I top 50 recruiting classes in the country, the University shall pay Coach a bonus of up to \$750.00.

The Coach and the University mutually agree that *Baseball America* and *Collegiate Baseball* shall be used to determine recruiting class national ranking. All bonus payments provided herein shall be paid in

accordance with the University's payroll procedures and shall be paid to Coach at the end of the fiscal year in which the bonus is earned.

B. COACH'S BONUS The Coach shall be entitled to the following bonuses:

1. Conference Regular Season Champion*
*overall league champion
(outright or as determined by league tie-breakers)

And/or

- | | |
|------------------------------------|--------------------|
| NCAA Tournament Bid: | One month's salary |
| 2. Win NCAA sub-regional: | One month's salary |
| 3. Advance to College World Series | One month's salary |
| 4. Win National Championship: | One month's salary |
| 5. NCAA Coach of the Year: | One month's salary |
| 6. Conference Coach of the Year: | \$1,500.00 |

It is agreed and understood that bonuses will be awarded / paid first from revenues available in the in the men's baseball budget with any remaining funds to be drawn from the Athletics administrative budget.

4.03 OPPORTUNITIES TO EARN OUTSIDE INCOME

While Coach is representing the University as head men's baseball coach, he shall have the opportunity to earn outside income as a result thereof, but only upon the following terms and conditions:

General provisions concerning outside income. The following general terms and conditions shall apply to each case in which Coach seeks to or makes arrangements to earn outside income as a result of his being Head Baseball Coach:

- A. University obligations are primary. Such outside activities shall not interfere with the full and complete performance by Coach of his duties and obligations as a University coach, recognizing always that Coach's primary obligations lie with the University and its students;
- B. NCAA rules control. In no event shall Coach accept or receive directly or indirectly any monies, benefit, or any other gratuity whatsoever from any person, group, corporation, Hilltopper Athletic Foundation, or Alumni Association if such action would violate NCAA legislation. The

constitution, bylaws, rules, and regulations or interpretations thereof shall automatically apply to the agreement;

- C. University approval is required. Coach shall obtain the advance written approval from the President and Athletic Director of the University before entering into such agreements. Approval shall not be unreasonably withheld;
- D. University is not liable. Such activities are independent of Coach's employment at University and the University shall have no responsibility nor bear any liability for any claims arising therefrom;
- E. Revenues. Except for the limitations on such outside compensation as established by or set forth in this agreement and in the constitution, bylaws, rules and regulations, and interpretations thereof of the University; the Sun Belt Conference, or any other conference the University may choose to enter; and the NCAA, Coach shall be entitled to retain all revenues generated by such outside activities (i.e., shoe contracts, speaking engagements, outside camps, etc.), subject to the provisions of paragraph 4.04(G)(1). Coach shall have the sole right to determine the brand of shoe wear, uniforms, and athletic equipment to be used by the University men's baseball team.
- F. Camps. Coach shall be entitled to conduct baseball camps using Western Kentucky University's athletic facilities and equipment. The operation of camp will be conducted under the auspices of Western Kentucky University Athletics Department and shall be conducted in accordance with general policies of the University. Coach will be obligated to pay the University the sum of one dollar (\$1) for the use of its intercollegiate athletic facilities and equipment for each of the camp, and said equipment and facilities shall be available for use for a minimum of three (3) weeks per year. A separate rate will be determined for the use of the Raymond B. Preston Health and Activities Center, which rate will not be unreasonable and which shall be determined by September 30 of the preceding year. Rates for room and meals to be charged by Western Kentucky University for such camp shall be rates normally charged for student camps generally by the University, which may vary from year to year. Coach agrees and understands that the University will place a surcharge on each camper enrolled in the camp, and University agrees to give Coach notice of any change in the amount of the surcharge on or before September 30 of the preceding year. Such surcharge commence at \$5.00 per camper, effective with the summer of 2005.

G. Other Income.

1. Commercial, Apparel, and Equipment Endorsements - Coach may undertake commercial endorsements of products and services in which he identifies himself as Coach of the University's intercollegiate baseball team and retain any and all income derived therefrom; provided, however, that such endorsements are in writing, do not conflict with existing University contracts, do not discredit or embarrass the University, do not extend beyond the term of this Employment Agreement, would be coterminous with Coach's termination of employment as Head Men's Baseball Coach at the University, and are subject to the University's trademark and licensing program, and the prior approval of the University's Athletic Director. Also, Coach may retain any monies offered by apparel or equipment manufacturers or sellers (other than shoes) in exchange for his endorsement of the apparel or equipment or his agreement to consult with the manufacturer or seller concerning the design and/or marketing of such apparel or equipment provided that such agreements are in writing, do not conflict with existing University contracts, do not extend beyond the term of the Employment Agreement, would be coterminous with Coach's termination of employment as Head Men's Baseball Coach at the University, and are subject to the University's trademark licensing program and the approval of the University's Athletic Director.
2. Shoe and/or Equipment Contracts - Coach may retain any monies up to nine thousand, nine hundred and ninety-nine dollars (\$9,999.00) offered by shoe manufacturers or sellers in exchange for his endorsement of shoes and/or equipment, or his agreement to consult with the manufacturer or seller concerning the design and/or marketing of such items provided that such agreements are in writing, do not conflict with existing University contracts, do not extend beyond the term of the Employment Agreement, would be coterminous with Coach's termination of employment as Head Men's Baseball Coach at the University, and are subject to the University's trademark licensing program and the approval of the University's Athletic Director. Any monies or revenues paid over this amount shall be paid to and be the sole property of the University. The University agrees that such monies

shall be designated to the support of the men's baseball program, to be allocated / budgeted in consultation with Coach and in the Athletic Director's discretion.

3. Other Products: Products obtained in trade or other negotiations by Coach on behalf of the University will not require compensation by the University to Coach and shall remain the property of the University.
4. Income from Speeches, Appearances, and Written Materials - Any income derived by Coach from speeches, appearances, and /or written materials shall be his separate income. Any speech given pursuant to this paragraph must be given by Coach in his individual capacity, not his official capacity as a University Coach.

ARTICLE V TERMINATION

Coach recognizes that his promise to remain the University's coach through the entire term of the Employment Contract is of the essence. It is also recognized, however, that certain limited circumstances may make it appropriate for the University to terminate this Contract prior to the completion of its entire term.

5.01 TERMINATION BY UNIVERSITY FOR JUST CAUSE

The University shall have the right to terminate this Employment Contract for just cause prior to its normal expiration date. The term "just cause" shall be defined as follows:

- A. Conviction of a felony or declared by a court of competent jurisdiction to be guilty of a crime involving moral turpitude.
- B. Intentional serious violation of any law, rule, regulation, or constitutional provision by the NCAA.
- C. Intentional serious violation of any law, rule, regulation, constitutional provision, bylaw or interpretation of the University, the Sun Belt Conference, or the NCAA by a member of the men's baseball coaching staff or any other person under Coach 's supervision and direction, including student athletes in the men's baseball program for which Coach had prior actual knowledge.

- D. Any statement or behavior on the part of Coach which serves to bring disrepute upon or causes embarrassment to the University, the Athletics Department, its administration, or the men's baseball program.
- E. Failure to faithfully and conscientiously devote diligent efforts to perform the duties stated herein within the budget allocated to the men's baseball program in each particular fiscal year, and according to the policies and procedures established by the University.
- F. Deliberate violations of any duties or responsibilities outlined in this Employment Agreement or refusal or unwillingness to perform such duties or responsibilities in good faith and failure to cure such violations upon thirty (30) days written notice from the Athletic Director. With regard to the provisions of paragraph 5.01(D) herein, the University agrees that Coach will be given the opportunity to correct violations of this provision; provided, however, that Coach agrees that the University shall have absolute discretion to approve, control, and direct all aspects of the nature of the "correction" (i.e., timing, content, audience, forum, etc.) and Coach agrees that he shall immediately comply with the University's directives in this regard in accordance with the provisions of 5.01(F) and (G).
- G. It is agreed and understood that the thirty (30) day notice provisions provided for in 5.01 (F) shall not apply to repeat violations (repeated similar conduct), and in such instances, Coach shall be obligated to immediately correct and/or cure the violation. Failure to immediately correct and/or cure the conduct and throughout the remainder of the contract will constitute a breach of this Agreement and "just cause" for termination of the Agreement.

5.02 **UNIVERSITY'S OBLIGATIONS UPON TERMINATION FOR CAUSE**

Should the University determine that Coach has violated the provisions of Section 5.01, herein, notice of same and notice of the termination for cause shall be delivered to Coach by the Athletic Director, in writing, to the addresses provided in Section 6.07. In the event this Employment Agreement is terminated for cause in accordance with the provisions of Section 5.01 hereof, and at the time of such termination if there is more than one (1) month of unexpired term of this Contract, the "severance fee" shall be computed and paid as if the unexpired term of this

Contract was only one (1) month. The "severance fee" will be calculated solely on the base salary shown in Section 4.01. Coach shall not be required or obligated to perform any further service or duties for the University to be entitled to the "severance fee." In any meeting between University official(s) and Coach, relating to termination for cause, both the University and Coach have the right to have representation by legal counsel present.

5.03 **TERMINATION BY UNIVERSITY WITHOUT CAUSE**

The University shall have the right to terminate this Employment Contract prior to its normal expiration date without cause. Termination "without cause" shall mean termination of this Contract on any basis other than those set forth in Section 5.01. Termination by the University without cause shall be effectuated by delivering to Coach written notice of the University's intent to terminate this Contract without cause on or before June 1 of the year of termination.

5.04 **LIQUIDATED DAMAGES UPON TERMINATION BY UNIVERSITY WITHOUT CAUSE**

If the University terminates this Contract without cause prior to its expiration date in accordance with the provisions of Section 5.03 hereof, the University shall pay to Coach, as liquidated damages, a sum equal to the Coach's base salary as of date of termination, multiplied by the remaining number of years of the Agreement as of the date of termination, to be paid on a monthly basis for the remaining contract period as of the date of termination. Failure to timely pay such liquidated damages shall constitute a breach of this Contract and such sum shall be recoverable together with reasonable attorney fees, in any court of competent jurisdiction. The parties agree that the contract extension provided for in Article III shall be included in the calculation of the remaining years of the contract.

In no case shall the University be liable for the loss of any collateral business opportunities or any other benefits, perquisites, or income resulting from activities such as, but not limited to, camps, clinics, media appearance, apparel or shoe contracts, consulting relationships, or from any other sources that may ensue as a result of the University's termination of this Contract without cause, unless such termination is found to be in violation of any terms or provisions of this Contract.

5.05 **LIQUIDATED DAMAGES UPON TERMINATION BY COACH WITHOUT CAUSE**

A. If Coach terminates this Contract without cause prior to its expiration date and within one (1) year of his termination accepts employment as a Head Coach with any other college/university, Coach shall pay to the University, as liquidated damages, a sum equal to the Coach's base salary as of date of termination, multiplied by the remaining number of years of the Agreement as of the date of termination, to be paid on a

monthly basis for the remaining contract period as of the date of termination. Failure to timely pay such liquidated damages shall constitute a breach of this Contract and such sum shall be recoverable together with reasonable attorney fees, in any court of competent jurisdiction. The parties agree that the contract extension provided for in Article III shall be included in the calculation of the remaining years of the contract.

B Should Coach decide to retire from collegiate men's baseball and thereafter does not accept employment as either a head men's baseball coach for at least one full year following the date of his retirement, these provisions shall not apply.

C Should the Coach terminate this contract under the provisions of paragraph 5.05 in addition to the obligations agreed upon in paragraph 5.05(A) herein, Coach agrees to guarantee a (4) four-year home / home game series between the men's baseball team of the college/university which employs his and the University's men's baseball team, with no requirement for financial remuneration on the part of that college / university or the University. Said series must start during the second competitive season following the date of Coach's termination of this Contract.

5.06 **UNIVERSITY APPROVAL REQUIRED PRIOR TO NEGOTIATION WITH OTHER SCHOOLS OR EMPLOYERS**

The parties agree that should another coaching or sports-related employment opportunity be presented to Coach or should Coach be interested in another coaching position during the term of his Employment Agreement, Coach must notify the University's Athletic Director of such opportunity or interest, and obtain permission from the Athletic Director before any discussions can be held by Coach with anticipated coaching position principals, which permission shall not be unreasonably withheld.

5.07 **ARBITRATION**

It is specifically agreed and understood that any controversy or claim arising out of or relating in any way to this Contract or the breach of this Contract shall be settled by arbitration, in accordance with the rules of the American Arbitration Association. The issue pertaining to the arbitration should not be changed until the arbitrator issues a final ruling to all parties.

5.08 **TERMINATION BY DISABILITY OR DEATH**

It is expressly understood and agreed that this Contract constitutes a personal service agreement between the University and Coach. In the event a disability prevents Coach from performing the duties and responsibilities

specified in this Contract, as certified by two (2) physicians selected or approved by the **University**, or in the event of **Coach's** untimely demise, this Employment Contract shall terminate and neither party, including **Coach's** estate, shall have any further rights or obligations hereunder, the same as though termination were by the Coach pursuant to Paragraph 5.05(B) above; provided, however, that in the event of a disability as set forth herein, **Coach** shall be entitled to apply for and, if eligible, participate in the Kentucky Teacher's Retirement System disability retirement program and the University's Long-Term Disability Insurance Program.

ARTICLE VI MISCELLANEOUS

6.01 AMENDMENTS TO AGREEMENT

This Employment Agreement can only be altered or amended by written agreement between **Coach** and the **University's** designated representative.

6.02 UNIVERSITY RETAINS ALL MATERIALS AND RECORDS

All materials or articles of information, including, without limitations, personnel records, team information, films, tapes, statistics, office equipment, inventory, office or departmental decorations or furnishings, or any other material or data furnished to **Coach** by the **University** or developed by **Coach** on behalf of the **University** or at the **University's** direction or otherwise in connection with **Coach's** employment, if said items were purchased with state, **University**, donor, or private **University** enhancement funds, are and shall remain the sole and confidential property of the **University**. Within thirty (30) days of the expiration of the term of this agreement or its earlier termination as provided herein, **Coach** shall immediately cause any such materials in his possession or control to be delivered to the **University**.

6.03 TAX LIABILITIES

Coach shall be responsible for any and all income tax liabilities, interest, and/or penalties related to any benefits received pursuant to this Agreement.

6.04 LAWS OF THE COMMONWEALTH OF KENTUCKY

This Agreement shall be interpreted under the Laws of the Commonwealth of Kentucky, and if any provision of the Agreement may be prohibited, this shall not invalidate the remaining provisions of the Agreement.

6.05 ACKNOWLEDGMENT/ NO PRESUMPTIONS

Coach acknowledges that he has read and understands the foregoing provisions of this Agreement, that he has been afforded and has exercised the opportunity to consult with personal legal counsel, that the provisions are reasonable and enforceable, and he agrees to abide by this Agreement and the terms and conditions set forth herein.

Furthermore, because each party acknowledges that they have reviewed and negotiated this Agreement with their individual legal counsel, both parties hereby agree that the rule of construction to the effect that any ambiguities are resolved against the drafting party will not be employed in the interpretation of this Agreement. Its terms and provisions shall be construed fairly as to all parties and not in favor of or against any party, regardless of which party was generally responsible for the preparation of this Agreement.

6.06 **TIME IS OF THE ESSENCE**

Time is of the essence with respect to the obligations of the parties hereto.

6.07 **NOTICES**

All notices, requests, consents, and other communication under this Agreement shall be in writing and shall be mailed first class, registered, or certified mail, postage prepaid, to the following:

If to University:

C. Wood Selig
Director of Athletics
Western Kentucky University
1 Big Red Way
Bowling Green, Kentucky 42101

With a copy to:

Deborah T. Wilkins
General Counsel
Office of the President
Western Kentucky University
1 Big Red Way
Bowling Green, Kentucky 42101

If to Coach:

Chris Finwood
Baseball Office
1305 Diddle Arena
1 Big Red Way
Bowling Green, KY 42101

or to such other address of which the addressee shall have notified the sender in writing.

IN WITNESS WHEREOF, the parties hereto set forth their respective signatures on this Agreement as of the date set forth below.

WESTERN KENTUCKY UNIVERSITY

BY: Gary A. Ransdell DATE: 5/31/05
Gary A. Ransdell, President

BY: C. Wood Selig DATE: 5-19-05
C. Wood Selig, Director of Athletics

COACH
BY: Chris Finwood DATE: 5-19-05
Head Men's Baseball Coach